



**Mentoring by Geographic Area in the  
State of Michigan:  
A Report on Wave VIII of the Mentor Michigan Census**

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### Introduction

This report contains data from Wave VIII of the Mentor Michigan Census (MMC). The MMC is a periodic, on-line survey of organizations operating mentoring programs in the State of Michigan. The various waves of the MMC and the time periods they cover are shown in the table below:

<i>Wave</i>	<i>Dates Data was Collected</i>	<i>Time Period Survey Covered</i>
<b>Wave I</b>	Fall 2004	1/1/04 – 8/31/04
<b>Wave II</b>	March 2005	1/1/04 – 12/31/04 1/1/05 – 2/28/05
<b>Wave III</b>	October 2005	1/1/05 – 8/31/05
<b>Wave IV</b>	September & October 2006	9/1/05 – 8/31/06
<b>Wave V</b>	September & October 2007	9/1/06 – 8/31/07
<b>Wave VI</b>	September & October 2008	9/1/07 – 8/31/08
<b>Wave VII</b>	September & October 2009	9/1/08 – 8/31/09
<b>Wave VIII</b>	September & October 2010	9/1/09 – 8/31/10

### Objectives

**This special report focuses on results of the MMC Wave VIII broken down by geographic area.** Overall, the primary purpose of the MMC is to understand the scope and nature of mentoring and mentoring organizations in Michigan. Specifically, there are three key objectives:

1. Identify, count, describe, and track mentoring organizations, programs, mentors, and the children served.
2. Understand program components, processes, resources, and needs.
3. Encourage and support program evaluation.

## **Mentoring by Geographic Area in the State of Michigan – MMC Wave VIII**

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Each year, additional topics are requested by Mentor Michigan for inclusion in the Census. Wave VIII special request data found in this report includes: adherence to the Mentor Michigan Quality Program Standards for Youth Mentoring; the impact of the economic environment on mentoring programs; experience and needs of Executive Directors; and the use of social media.

Mentor Michigan and Kahle Research Solutions wishes to thank David Dubois, Ph.D. of the University of Illinois, Chicago for his review and contributions to the Wave VIII survey. Any questions regarding the data presented in these reports or the methods used to collect and analyze these data should be directed to Robert W. Kahle, Ph.D., at [RWKahle@KahleResearch.com](mailto:RWKahle@KahleResearch.com).





### Geographic Breakdown

It is important to note that organizations have been placed in geographic groupings based on the main location of the mentoring organization. Some organizations serve youth only within their home county, while others serve multiple counties. Not all geographic groupings are mutually exclusive. For example, the Tri-County area covers Wayne, Oakland and Macomb counties, which are also included in Southeast Michigan. As a result, percentages shown can be read only as a percent of the column (reading down), not across. The counties that comprise each of the larger regional geographic areas are shown below.

As the geographic data was collected differently in Wave I than it was in subsequent waves, comparison of data in Wave I to other waves at the regional level is not recommended. Wave II through VIII data, however, can be compared, as can state totals for the last seven waves.

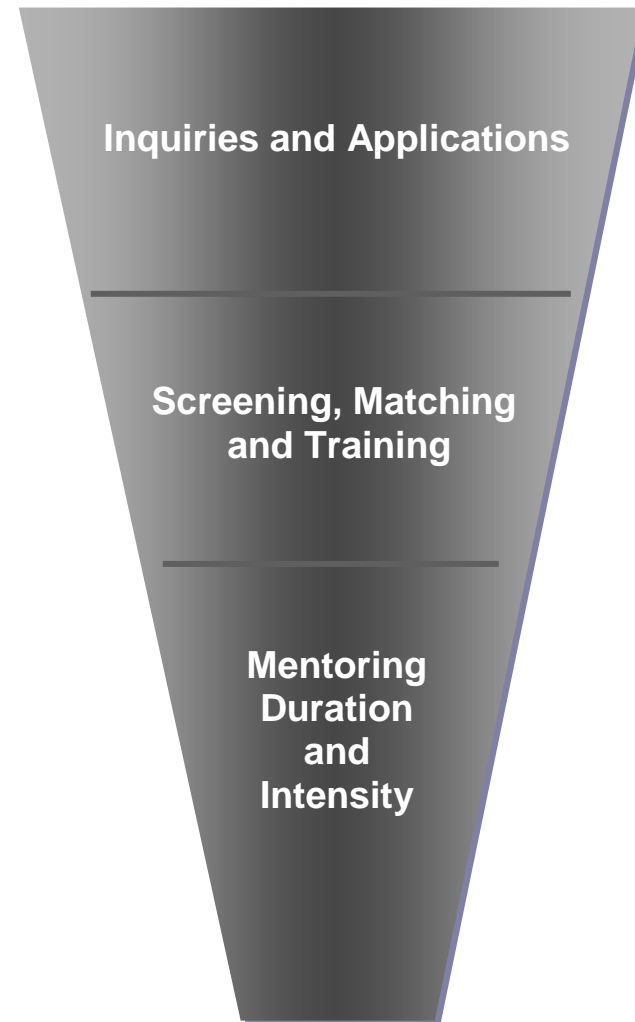
Sample sizes for the various geographic regions are sometimes quite small. Care should be used when making comparisons across regions. Differences by regions need to be quite large for the data to truly represent substantive differences rather than random statistical variation.

<b>Geographic Area</b>	<b>Counties Included:</b>
<b>Tri-County</b>	Macomb, Oakland, Wayne
<b>SE MI</b>	Lapeer, Livingston, Macomb, Monroe, Oakland, St. Clair, Washtenaw, Wayne
<b>SW MI</b>	Allegan, Barry, Berrien, Cass, Kalamazoo, St. Joseph, Van Buren
<b>Mid-Mich</b>	Branch, Calhoun, Eaton, Hillsdale, Ingham, Jackson, Lenawee
<b>GR/Musk</b>	Clinton, Gratiot, Ionia, Kent, Mecosta, Montcalm, Muskegon, Newaygo, Oceana, Ottawa
<b>Flint/Sag/Bay Area</b>	Bay, Genesee, Huron, Isabella, Midland, Saginaw, Sanilac, Shiawassee, Tuscola
<b>Northern/UP</b>	Alcona, Alger, Alpena, Antrim, Arenac, Baraga, Benzie, Charlevoix, Cheboygan, Chippewa, Clare, Crawford, Delta, Dickinson, Emmet, Gladwin, Gogebic, Grand Traverse, Houghton, Iosco, Iron, Kalkaska, Keweenaw, Lake, Leelanau, Luce, Mackinac, Manistee, Marquette, Mason, Menominee, Missaukee, Montmorency, Ogemaw, Ontonagon, Osceola, Oscoda, Otsego, Presque Isle, Roscommon, Schoolcraft, Wexford

### The Mentoring Funnel

The MMC uses the mentoring funnel as a conceptual framework, identifying key steps in the recruitment and mentoring process to be measured, including number of inquiries from potential mentors, number of written applications, background checking processes, training process, number and type of mentoring matches, and duration and intensity.

Questions developed based on this funnel are repeated in each wave of the MMC, providing a means of tracking specific measurements from year to year. Refer to Table 1 in the Appendix for a summary of the funnel measure questions broken down by geographic area.





# **Executive Summary**



## Executive Summary

### **Mentoring Organizations / Programs**

- The 137 organizations responding to Wave VIII of the Mentor Michigan Census represents a decrease of 24 from Wave VII (161). This corresponds to a decrease in the number of mentoring programs offered by these organizations (222 in Wave VIII, down 25 from the 247 reported in Wave VII).
- Most areas report decreases in both organizations and programs, with Southeast Michigan and Northern/UP reporting the largest decreases (-11 for each).
- Flint/Saginaw/Bay Area organizations increased by one in Wave VIII (from 18 in Wave VII), and their programs increased slightly also (29, up from 27 in Wave VII). Grand Rapids/Muskegon programs also increased slightly in Wave VIII (from 50 to 55).

### **Site of Organization / Program Types**

- Sixty-three percent of organizations across the state are Non-Profit, ranging from a low of 50% in Grand Rapids/Muskegon to a high of 78% in Southwest and Mid-Michigan.
- Grand Rapids/Muskegon reports more School-based organizations (22%) than any other area.
- Most mentoring programs across the state are Community-based (48%). Mid-Michigan has the largest percentage (60%).
- School-based programs are the second most common program type, except in Mid-Michigan, where more of their programs are Site-based (20%) than School-based (13%).

### **Youth Served and Active Mentors**

- Mentoring programs report serving 23,706 youth with 17,681 active mentors in Wave VIII, a decline of 4,830 youth served and 1,897 active mentors from Wave VII.
- Southeast Michigan reports a loss of 3,512 youth served, most (2,407) of which are in the Tri-County Area. This area also reports a loss of 760 active mentors, but only 185 of those come from the Tri-County Area. The remaining loss of 575 active mentors comes from Lapeer, Livingston, Monroe, St. Clair and Washtenaw counties.
- Only Grand Rapids/Muskegon organizations report an increase (694) in the number of youth served, and this area also increased the number of active mentors in Wave VIII (440), as did Southwest Michigan (+300).

### **Youth With Special Needs**

- Of the 1,829 youth with special needs served, Southeast Michigan (423), Grand Rapids/Muskegon (463), and the Flint/Saginaw/Bay Area (369) serve most of them.
- Youth with incarcerated parents (852) make up most of the special needs youth being mentored in the state.



### **Returning Male Mentors vs. Male New Recruits**

- It seems the loss of the Men in Mentoring Initiative is negatively impacting efforts to recruit male mentors, as the percentage of “New” male mentors declined 11% in Wave VIII.
- In Southeast Michigan and the Tri-County area, mentoring programs report only a slight decline (-1%) in the percentage of “Returning” male mentors, but reported recruitment of “New” male mentors has declined more significantly (4% and 5% respectively).
- Programs in Mid-Michigan report recruiting fewer than half as many “New” male mentors in Wave VIII as they did in Wave VII (34% vs. 69%). However, they do report a small increase in “Returning” males (+5%).
- Grand Rapids/Muskegon reports significant declines in both “Returning” and “New” male mentors (-18% and -14% respectively).
- Only Southwest Michigan reports small increases in both “Returning” and “New” male mentors (+2% and +6% respectively).

### **Inquiries and Applications**

- Southwest Michigan reports converting 99% of its inquiries into applications, up from 86% in Wave VII.
- Southeast Michigan and the Flint/Saginaw/Bay Area report the lowest rates for converting mentor inquiries into applications (55% and 51% respectively – up from 47% and 35% in Wave VII).
- Further research may be needed to determine why these patterns exist.

### **Mentor Screening**

- Based on mentoring programs’ self-reports, there continues to be relatively low use of the State sex offender registry, especially in the Flint/Saginaw/Bay Area where just a little over half (55%) of programs report using this registry.
- An additional concern is that some mentoring programs report that they do not engage in any of the listed screening procedures (see Southeast Michigan, Flint/Saginaw/Bay Area and Northern/UP). While these numbers are low (2-3%), it seems that some youth in the state are being served by mentors who may have not been properly screened.

### **Mentor Training and Support**

- There is wide variation across geographic areas in the mean number of hours mentoring programs spend on post-match mentor training and support. Grand Rapids/Muskegon and the Flint/Saginaw/ Bay Area report far higher levels of this support (16.0 and 13.7 average hours respectively) than do their counterparts in Mid-Michigan and Northern/UP (2.5 and 6.1 average hours respectively).
- While sample sizes are small, and analysis must be done with care, research indicates that careful attention to this variable is critical to assuring a good outcome for the youth being mentored.



### **Training Content**

- Very little variation exists in the number of programs reporting that they continue to screen their mentors throughout the training process.
- While most mentoring programs report using evidence-based training materials to some extent, those in Mid-Michigan report a far higher percentage that “fully” use these materials (67%).

### **Types of Mentoring**

- One to one mentoring continues to account for the majority of mentoring across the state, with 91% of mentoring programs in Grand/Rapids/Muskegon reporting use of this method.

### **Trouble-shooting Techniques**

- The majority of mentoring programs report that they employ techniques for early trouble-shooting to address problems identified with a mentor during training.
- Most (93%) Southwest Michigan programs employ these techniques, with Mid-Michigan reporting the lowest usage (73%).

### **Match Intensity and Duration**

- Mentoring programs in Grand Rapids/Muskegon lead the state in both the minimum required duration and average duration of a mentor/youth match (10.5 and 13.1 months respectively). Both of these measurements are indicators of quality mentoring programs.

### **Mentor and Youth Served Demographics**

- Mid-Michigan leads the state with the highest percentage (54%) of male mentors and male youth served (57%).
- Southeast Michigan and the Tri-County area report the highest percentage of African American mentors (41% and 51% respectively), and the highest percentage of African-American youth served (65% and 71% respectively).
- It seems that there is a significant amount of cross-race mentoring taking place in Grand Rapids/Muskegon, where just 13% of the mentors are African-American, yet 30% of the youth they serve are African-American.

### **Satisfaction with Mentor Michigan**

- Satisfaction with Mentor Michigan has remained high (at a mean of 3.5 from a 4.0 scale) from Wave VII to Wave VIII, and is consistently high across all areas of the state.



### **Participation in / Satisfaction with Mentor Michigan Webinars**

- State-wide, about half (48%) of organizations report participating in Mentor Michigan's free webinars. The highest level of participation is in Northern/UP and Southwest Michigan (67%).
- Satisfaction with Mentor Michigan's free webinars is fairly high, with all respondents' indicating that they are either "Somewhat satisfied" or "Very satisfied" (3% report that they "Don't know").

### **Estimated Participation in Regional Training**

- Most organizations indicate that they would be most likely to participate in low cost regional training on a quarterly basis (35%), with the more Flint/Saginaw/Bay Area organizations reporting a higher likelihood to attend yearly training (42%).
- Very few (11%) indicate that they would attend monthly training.

### **Information Needs from Mentor Michigan**

- Organizations seem eager to receive information on many aspects of mentoring, with Training materials the most often cited (71%) need.
- With the exception of Mid-Michigan, at least a third of all geographic areas indicated a need for the information options presented.
- Organizations in Mid-Michigan report less need for State mentoring studies (11%) and national mentoring studies (22%) than do other areas.

### **Changes in Mentoring Capacity**

- At least a third or more of organizations report that they have experienced no change in their mentoring capacity in Wave VIII.
- With the exception of organizations in Mid-Michigan (-97 matches), organizations in other areas that have experienced changes report relatively small net changes.

### **Organizations' Annual Budgets for Mentoring Programs**

- While about 20% of organizations' annual budgets are very small (\$0-4,999), a similar percentage fall into more "medium" budget sizes (15% are \$50,000-99,000; 18% are \$100,000-199,999).
- Four organizations that received a large influx of money in Wave VIII contributed to a wider variation in budget size for Wave VIII.

### **Changes in Mentoring Program Annual Budgets**

- Most organizations report that they experienced no change in their mentoring program annual budgets since August 31, 2009.
- Mid-Michigan reports the greatest net loss in annual mentoring program budgets (-\$111,550).
- None of the organizations in Southwest Michigan report a change in mentoring program budgets, but 22% "Don't know".



### **Anticipated Budget Changes**

- Most mentoring organizations across the state do not anticipate a change in their budgets next year.
- Those anticipating a decrease expect a significant reduction in their budgets ranging from an average of 25% to 50%. The exception is in the Flint/Saginaw/Bay Area where organizations predict an average decrease of 9.3%.
- Areas expecting the largest net decrease in budget size are Northern/UP, Grand Rapids/Muskegon, and Southwest Michigan, all anticipating close to a 30% net decrease.
- Those areas expecting an increase in budgets have more modest expectations, ranging from an average low of 10% in Southwest Michigan to a mean high of 38.9% in Southeast Michigan.

### **Sources of Mentoring Program Budget – FY 2009 and FY 2010**

- Individual fundraising events reflect the greatest average increase as a budget source between fiscal years 2009 and 2010 for all but Southwest Michigan (reporting a 2.6% decline).
- This is in contrast to Corporate fundraising events, which decreased in most geographic areas from fiscal year 2009 to 2010.
- Mid-Michigan seems to be offsetting a large decrease in Corporate events and fundraising (-18.4%) with Foundation support (+10.5%).

### **Full Time Equivalent Paid Staff Changes**

- Mentoring organizations across the state report a current mean FTE of 2.2, ranging from a high of 4.1 in Grand Rapids/Muskegon to a low of 1.2 in Northern/UP.
- More than half of organizations in all geographic areas report no change in their FTEs in the past year.
- For those reporting a decrease in FTEs, the average net decrease is quite small state-wide.

### **MM Quality Standards for Youth Mentoring Programs**

- More than half of the organizations state-wide report they meet at least some of the Mentor Michigan Quality Standards for Youth Mentoring Programs.
- The 10% statewide that report "Completely" meeting all Standards ranges from a high of 33% in Southwest Michigan to a low of 0% in Mid-Michigan.
- Twenty-two percent of organizations in Southwest Michigan report that they either do not meet the Standards, or they don't know if they do.
- Program Evaluation and Recruitment Plan are problematic for most areas, while 22% of Southwest Michigan and Mid-Michigan organizations identify Match Monitoring Process as the Standard they find most difficult to meet.
- Sixteen percent of Grand Rapids/ Muskegon organizations identify Governance as their most difficult Standard to meet.





# **Section I: Mentoring Organizations, Programs, Youth Served and Active Mentors**

## Section I: Mentoring Organizations, Programs, Youth Served and Active Mentors

### Mentoring Organizations

- The number of **organizations** responding to Wave VIII of the Mentor Michigan Census decreased by 24 over Wave VII. This corresponds to a decrease of 25 in the total number of mentoring **programs** offered by these organizations.
- Most areas of the state reported decreases in the number of organizations and programs, with Southeast Michigan and Northern/UP reporting the largest decreases.
- It is important to note that Southwest Michigan and Mid-Michigan each have very small sample sizes. As differences by regions need to be quite large for the data to truly represent substantive differences rather than random statistical variation, caution should be exercised when looking at results in these areas.

<b>Exhibit 1</b> <b>Number of Mentoring Organizations Responding</b> <b>by Total and Geographic Area</b> <b>Wave VII vs. Wave VIII of the Mentor Michigan Census</b>								
	<i><b>Total</b></i>	<i><b>Tri-County</b></i>	<i><b>SE MI</b></i>	<i><b>SW MI</b></i>	<i><b>Mid-Mich</b></i>	<i><b>GR / Musk</b></i>	<i><b>Flint/Sag /Bay Area</b></i>	<i><b>Northern / UP</b></i>
<b>Wave VII</b>	161	46	55	9	10	34	18	35
<b>Wave VIII</b>	137	36	44	9	9	32	19	24

- Thirty-six of the 44 organizations in Southeast Michigan are in the Tri-County Area (Wayne, Oakland and Macomb counties).

- The Flint/Saginaw/Bay Area is the only area reporting an increase in the number of reporting organizations, albeit a very small increase (+1).

<b>Exhibit 2</b> <b>Number of Mentoring Programs Responding</b> <b>by Total and Geographic Area</b> <b>Wave VII vs. Wave VIII of the Mentor Michigan Census</b>								
	<i><b>Total</b></i>	<i><b>Tri-County</b></i>	<i><b>SE MI</b></i>	<i><b>SW MI</b></i>	<i><b>Mid-Mich</b></i>	<i><b>GR / Musk</b></i>	<i><b>Flint/Sag /Bay Area</b></i>	<i><b>Northern / UP</b></i>
<b>Wave VII</b>	247	64	77	14	18	50	27	61
<b>Wave VIII</b>	222	52	65	14	15	55	29	44

- Grand Rapids/Muskegon and the Flint/Saginaw Bay Area report small increases in the number of mentoring programs within their organizations.

## Site of Organization

- The majority of Wave VIII organizations across the state identify themselves as Non-Profit (63%), ranging from a low of 50% in Grand Rapids/Muskegon to a high of 78% in both Southwest and Mid-Michigan.

<b>Exhibit 3</b> <b>Site of Organization</b> <b>by Total and Geographic Area</b> <b>Wave VIII of the Mentor Michigan Census</b>								
	<b>Total</b> <i>n=137</i>	<b>Tri-County</b> <i>n=36</i>	<b>SE MI</b> <i>n=44</i>	<b>SW MI</b> <i>n=9</i>	<b>Mid-Mich</b> <i>n=9</i>	<b>GR / Musk</b> <i>n=32</i>	<b>Flint/Sag /Bay Area</b> <i>n=19</i>	<b>Northern/UP</b> <i>n=24</i>
Non-Profit	63%	72%	70%	78%	78%	50%	58%	58%
School	9	6	5	11	0	22	5	8
Faith-based	9	8	11	11	0	16	5	0
Government	7	8	7	0	0	0	16	13
Higher education institution	8	3	5	0	11	13	5	13
Other	4	3	2	0	11	0	11	8

- More organizations in Grand Rapids/Muskegon identify their organizations as School-based (22%) than any other geographic area.
- This area also reports the largest percentage of Faith-based organizations (16%) and ties with Northern/UP for the largest percentage of Higher education institutions (13%).

- The Flint/Saginaw/Bay Area reports the largest percentage of Government organizations (16%), followed by Northern/Up with 13%.



## Program Type

- Most mentoring programs across the state are Community-based, ranging from a high of 60% of programs in Mid-Michigan to a low of 38% in the Flint/ Saginaw/Bay Area.

- Youth Programs and Faith-based programs still make up 11% or less of mentoring programs across geographic areas.

<b>Exhibit 4</b> <b>Program Type</b> <b>by Total and Geographic Area</b> <b>Wave VII vs. Wave VIII of the Mentor Michigan Census</b>								
	<i>Total</i> n=222	<i>Tri-County</i> n=52	<i>SE MI</i> n=65	<i>SW MI</i> n=14	<i>Mid-Mich</i> n=15	<i>GR / Musk</i> n=55	<i>Flint/Sag /Bay Area</i> n=29	<i>Northern/UP</i> n=44
Community-based	48%	44%	49%	43%	60%	47%	38%	52%
School-based	31	27	25	43	13	31	31	41
Site-based	7	13	11	0	20	0	10	5
Youth Program	6	6	5	7	7	11	7	0
Faith-based	4	8	8	7	0	4	3	0
Other	5	2	3	0	0	7	10	2

- School-based mentoring programs are the second most common program type in all geographic areas, with the exception of Mid-Michigan, which reports 13% of their mentoring programs are School-based, and 20% are Site-based.

See Table 2 in the Appendix for more detail on Program Type.

## Youth Served and Active Mentors

<b>Exhibit 5</b> <b>Number of Youth Served and Active Mentors</b> <b>by Total and Geographic Area</b> <b>Wave VII vs. Wave VIII of the Mentor Michigan Census</b>								
	<i>Total</i> <i>n=222</i>	<i>Tri-County</i> <i>n=52</i>	<i>SE MI</i> <i>n=65</i>	<i>SW MI</i> <i>n=14</i>	<i>Mid-Mich</i> <i>n=15</i>	<i>GR / Musk</i> <i>n=55</i>	<i>Flint/Sag /Bay Area</i> <i>n=29</i>	<i>Northern / UP</i> <i>n=44</i>
<b>Youth served</b>								
Wave VII	28,536	5,918	7,981	2,570	1,977	7,824	4,115	4,069
Wave VIII	23,706	3,511	4,469	2,408	1,688	8,518	3,772	2,851
<b>Net Increase/Decrease</b>	<b>-4,830</b>	<b>-2,407</b>	<b>-3,512</b>	<b>-162</b>	<b>-289</b>	<b>694</b>	<b>-343</b>	<b>-1,218</b>
<b>Active mentors</b>								
Wave VII	19,578	3,070	4,188	1,565	1,670	7,302	2,353	2,500
Wave VIII	17,681	2,885	3,428	1,865	1,018	7,742	1,660	1,968
<b>Net Increase/Decrease</b>	<b>-1,897</b>	<b>-185</b>	<b>-760</b>	<b>300</b>	<b>-652</b>	<b>440</b>	<b>-693</b>	<b>-532</b>

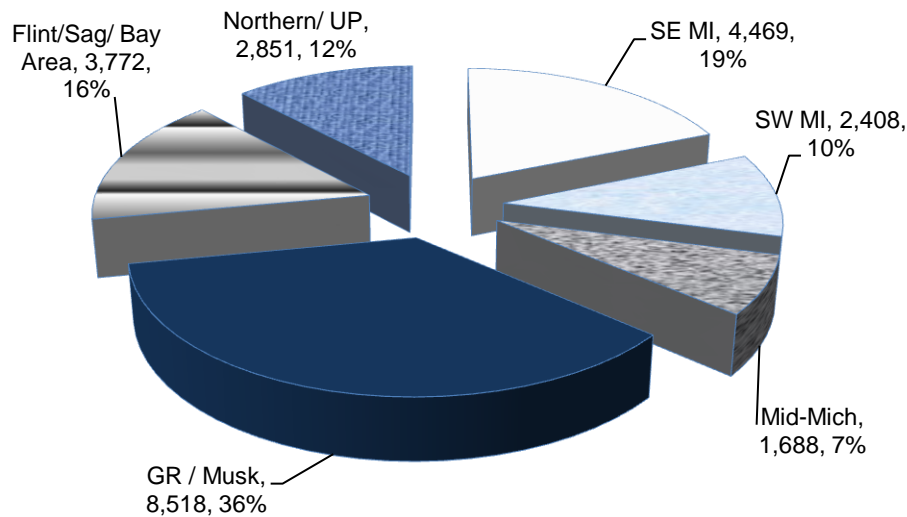
- Only Grand Rapids/Muskegon organizations report an increase in the number of youth served (+694) in Wave VIII.
- Large declines in youth served are reported by Southeast Michigan (-3,512). While most of these are in the Tri-County area (-2,407), the remaining Southeast Michigan counties (Lapeer, Livingston, Monroe, St. Clair and Washtenaw) account for 1,105 fewer youth served.
- Northern/UP also accounts for a large loss in the number of youth served (-1,218).

- Both Grand Rapids/Muskegon and Southwest Michigan report increases in the number of active mentors in Wave VIII (+440 and +300 respectively).
- As with youth served, Southeast Michigan reports a large decrease in active mentors (-760). However, most of this loss in active mentors is not within the Tri-County Area, but instead in the remaining counties.

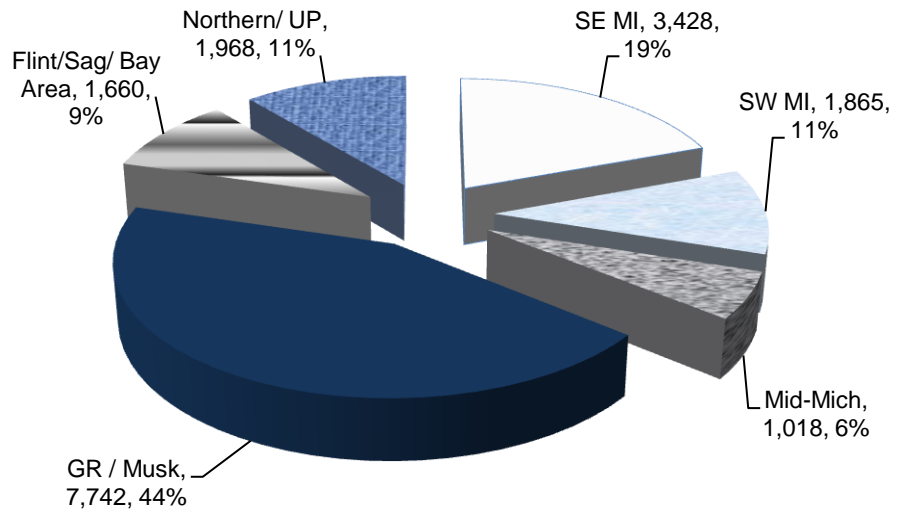
### Youth Served and Active Mentors (Cont'd)

**Exhibit 6**  
**Youth Served and Active Mentors as a Percentage of the Total**  
**by Total and Geographic Area**  
**Wave VIII of the Mentor Michigan Census**

**Wave VIII Youth Served by Geographic Area**



**Wave VIII Active Mentors by Geographic Area**



- As a proportion of the total, Grand Rapids/Muskegon reports the largest percentage of youth served (36%) and the largest percentage of active mentors (44%).
- Southeast Michigan, with 40% of the state's population, accounts for only 19% of both the state's youth served and active mentors. These figures indicate that youth in this area continue to be underserved.

**\*\*NOTE:** In the charts above, the Tri-County area is included in the totals for Southeast Michigan. (The Tri-County area accounts for 2,885 mentors and 3,511 youth served).

## Youth Served with Special Needs

**Exhibit 7**  
**Number of Youth Served with Special Needs**  
**by Total and Geographic Area**  
**Wave VIII of the Mentor Michigan Census**

<i><b>Youth served who...</b></i>	<i><b>Total n=137</b></i>	<i><b>Tri- County n=36</b></i>	<i><b>SE MI n=44</b></i>	<i><b>SW MI n=9</b></i>	<i><b>Mid- Mich n=9</b></i>	<i><b>GR / Musk n=32</b></i>	<i><b>Flint/Sag /Bay Area n=19</b></i>	<i><b>Northern / UP n=24</b></i>
live in a foster home	355	103	105	18	23	96	34	79
have a cognitive disability	211	22	27	20	1	119	31	13
have a physical disability	124	7	12	2	72	9	22	7
have an incarcerated parent	852	199	206	130	112	174	208	22
have a diagnosed mental health problem or disorder*	287	52	73	1	15	65	74	59
<b>Total # youth served with special needs</b>	<b>1,829</b>	<b>383</b>	<b>423</b>	<b>171</b>	<b>223</b>	<b>463</b>	<b>369</b>	<b>180</b>

- Mentoring youth who have an incarcerated parent continues to be an area of focus for most of the state.

\*New in Wave VIII

- Organizations in Southeast Michigan, Grand Rapids/Muskegon and the Flint/Saginaw/Bay Area seem to be serving a high number of youth with special needs.

## Returning Male Mentors vs. Male New Recruits

- It seems the loss of the Men in Mentoring Initiative is negatively impacting efforts to recruit male mentors, as the percentage of “New” male mentors declined 11% in Wave VIII.

<b>Exhibit 8</b> <b>Returning Male Mentors vs. Male New Recruits by Total and Geographic Area</b> <b>Wave VII vs. VIII of the Mentor Michigan Census</b>								
<i>Question</i>	<i>Total</i> <i>n=222</i>	<i>Tri-County</i> <i>n=52</i>	<i>SE MI</i> <i>n=65</i>	<i>SW MI</i> <i>n=14</i>	<i>Mid-Mich</i> <i>n=15</i>	<i>GR / Musk</i> <i>n=55</i>	<i>Flint/Sag /Bay Area</i> <i>n=29</i>	<i>Northern/UP</i> <i>n=44</i>
<b>“Returning” Males</b>								
<b>Wave VIII: Recruited Prior to 9/1/09</b>	38%	47%	46%	33%	43%	35%	32%	27%
<b>Wave VII: Recruited Prior to 9/1/08</b>	41%	48%	47%	31%	38%	53%	26%	28%
<b>“New” Males</b>								
<b>Wave VIII: Recruited 9/1 – 8/31/10</b>	35%	43%	41%	39%	34%	37%	27%	27%
<b>Wave VII: Recruited 9/1 – 8/31/09</b>	46%	48%	45%	33%	69%	51	39%	31%

- In Southeast Michigan and the Tri-County area, mentoring programs report only a slight decline (-1%) in the percentage of “Returning” male mentors from Wave VII. However, recruitment of “New” male mentors has declined more significantly (4% and 5% respectively).

- Southwest Michigan reports small increases in both “Returning” and “New” male mentors (+2% and +6% respectively).

- Programs in Mid-Michigan report recruiting fewer than half as many “New” male mentors in Wave VIII as they did in Wave VII (34% vs. 69%). However, they do report a small increase in “Returning” males (+5%).

- Grand Rapids/Muskegon reports significant declines in both “Returning” and “New” male mentors (-18% and -14% respectively).

NOTE: These totals do not reflect the total number of active mentors reporting by organizations this wave. Instead, this total reflects the number of mentors reported by organizations that track mentor recruitment dates. See Tables 3-10 in the Appendix for detail on each geographic area.





# **Section II:**

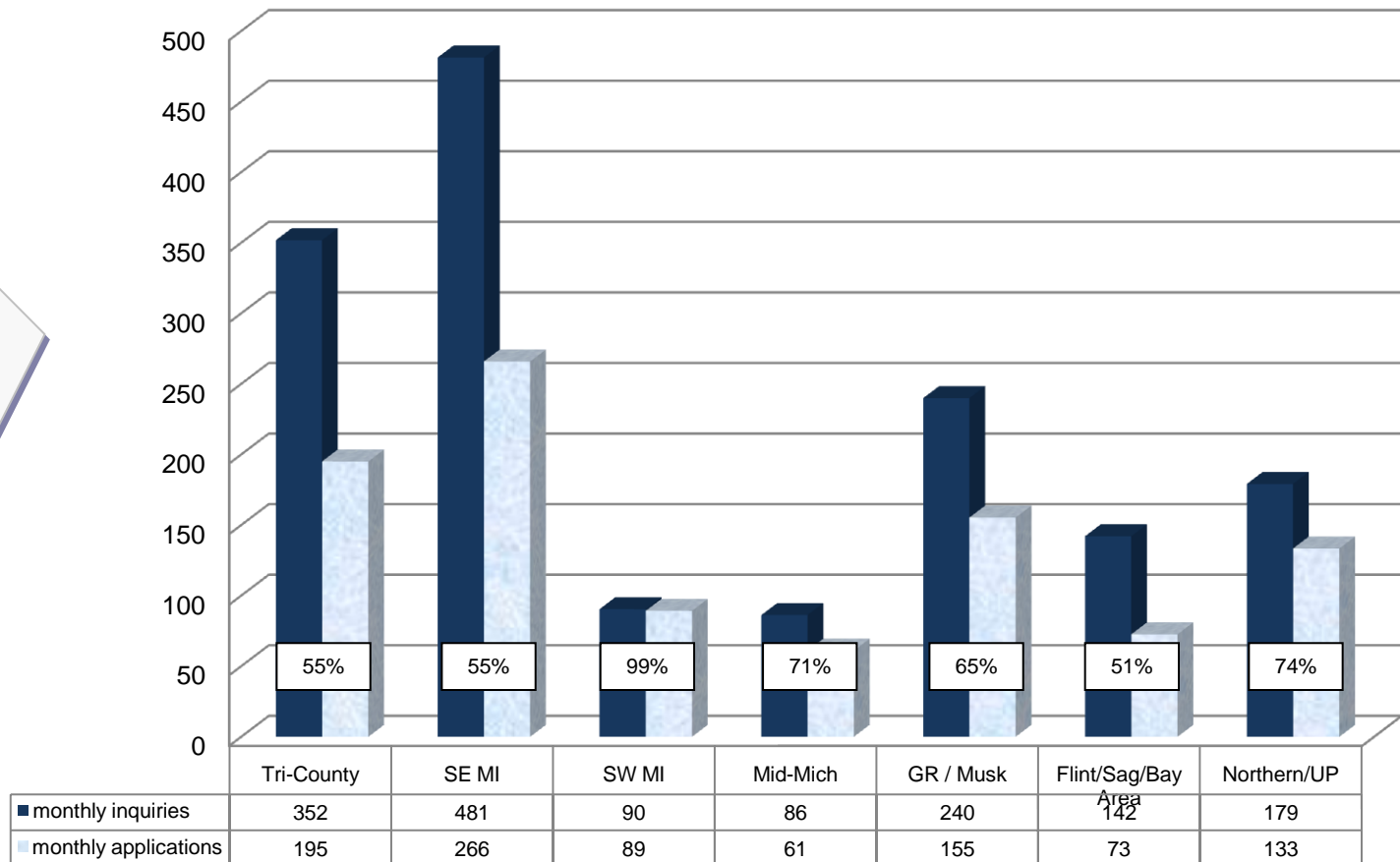
# **Mentor Inquiries and Applications, Mentor Screening, Training and Support**

## Section II: Mentor Inquiries and Applications, Mentor Screening, Training and Support

### Inquiries and Applications

- Southwest Michigan reports converting 99% of its inquiries into applications, up from 86% in Wave VII.
- While improving over Wave VII figures, in Wave VIII both Southeast Michigan and the Flint/Saginaw/Bay Area report the lowest rates for converting mentor inquiries into applications (55% and 51% respectively – up from 47% and 35% in Wave VII).
- Further research may be needed to determine why these patterns exist.

**Exhibit 9**  
**Monthly Average of Inquiries and Applications and the**  
**Percentage of Inquiries that Result in Applications**  
**by Geographic Area**  
**Wave VIII of the Mentor Michigan Census**



## Mentor Screening

- Based on mentoring programs' self-reports, there continues to be relatively low use of the State sex offender registry, especially in the Flint/Saginaw/Bay Area where just a little over half (55%) of programs report using this registry.

- An additional concern lies with some mentoring programs reporting that they do not engage in any of the listed screening procedures (see Southeast Michigan, Flint/Saginaw/Bay Area and Northern/UP). While these numbers are low (2-3%), it seems that some youth in the state are being served by mentors who may not have been properly screened.

**Exhibit 10**  
**Screening Procedures Used by Mentoring Programs by Total and Geographic Area**  
**Wave VIII of the Mentor Michigan Census**

Question	Total n=222	Tri-County n=52	SE MI n=65	SW MI n=14	Mid-Mich n=15	GR / Musk n=55	Flint/Sag /Bay Area n=29	Northern/UP n=44
<b>Background Check - [M.R.]</b>								
State sex offender registry	73%	83	80	86	60	69	55	80
Name only state check (ICHAT)	69	48	51	36	80	75	83	89
Driving record/license	55	52	51	71	47	60	41	64
State child abuse registry	50	65	55	14	73	60	28	48
FBI fingerprint check (including SafetyNet)	21	33	29	7	13	33	10	9
Use SafetyNet	21	35	31	7	13	31	7	9
Name only national check	18	13	17	43	47	11	24	9
State only fingerprint check	2	6	6	0	0	2	0	0
Other national fingerprint check	1	4	3	0	0	0	3	0
Credit Check	<1	2	2	0	0	0	0	0
<b>In Person/Written – [M.R.]</b>								
Written application	88%	81	83	93	73	91	83	98
Personal interview	84	75	78	93	100	91	59	93
Personal character references	75	75	77	86	67	78	62	77
Employment references	24	17	22	7	27	35	21	23
Other+	18	19	22	21	13	16	21	11
Survey+	17	19	18	0	7	22	10	20
Home visit	13	4	8	7	27	4	17	25
Home assessment	12	6	8	21	33	4	7	20
None of the above	1	0	2	0	0	0	3	2
Drug test+	<1	2	2	0	0	0	0	0

+New in Wave VIII

### Mentor Training and Support

Exhibit 11 Mean Hours Spent on Mentor Training and Support by Total and Geographic Area Wave VIII of the Mentor Michigan Census								
	<i><b>Total</b></i> <i>n=222</i>	<i><b>Tri- County</b></i> <i>n=52</i>	<i><b>SE MI</b></i> <i>n=65</i>	<i><b>SW MI</b></i> <i>n=14</i>	<i><b>Mid- Mich</b></i> <i>n=15</i>	<i><b>GR / Musk</b></i> <i>n=55</i>	<i><b>Flint/Sag /Bay Area</b></i> <i>n=29</i>	<i><b>Northern/ UP</b></i> <i>n=44</i>
Mean hours of pre-match, face-to-face mentor training	5.1	6.3	5.7	6.2	3.0	3.0	9.4	4.6
Mean hours of post-match, 1 year of mentor training & support	11.1	13.1	11.4	11.8	2.5	16.0	13.7	6.1

- There is wide variation across geographic areas in the mean number of hours mentoring programs spend on post-match mentor training and support. Programs in Grand Rapids/Muskegon and the Flint/Saginaw/ Bay Area report far higher levels of this support (16.0 and 13.7 mean hours respectively) than do their counterparts in Mid-Michigan and Northern/UP (2.5 and 6.1 mean hours respectively).
- While sample sizes are small, and analysis must be done with care, research indicates that careful attention to this variable is critical to assuring a good outcome for the youth being mentored.

## Training Content

- Very little variation exists among geographic areas in the number of programs indicating that they do continue to screen their mentors as they move through the training process.

<b>Exhibit 12</b> <b>Training as Part of the Screening Process</b> <b>by Total and Geographic Area</b> <b>Wave VIII of the Mentor Michigan Census</b>								
	<b>Total</b> <i>n</i> =222	<b>Tri-County</b> <i>n</i> =52	<b>SE MI</b> <i>n</i> =65	<b>SW MI</b> <i>n</i> =14	<b>Mid-Mich</b> <i>n</i> =15	<b>GR / Musk</b> <i>n</i> =55	<b>Flint/Sag /Bay Area</b> <i>n</i> =29	<b>Northern/UP</b> <i>n</i> =44
Yes	76%	71%	71%	79%	73%	87%	72%	70%
No	22	29	29	14	20	9	28	27
Don't know	2	0	0	7	7	4	0	2

- While most mentoring programs report using evidence-based training materials to some extent, those in Mid-Michigan report a far higher percentage that “fully” use these materials (67%).

<b>Exhibit 13</b> <b>Use of Evidence-based Training Materials</b> <b>by Total and Geographic Area</b> <b>Wave VIII of the Mentor Michigan Census</b>								
<b>To what extent?</b>	<b>Total</b> <i>n</i> =222	<b>Tri-County</b> <i>n</i> =52	<b>SE MI</b> <i>n</i> =65	<b>SW MI</b> <i>n</i> =14	<b>Mid-Mich</b> <i>n</i> =15	<b>GR / Musk</b> <i>n</i> =55	<b>Flint/Sag /Bay Area</b> <i>n</i> =29	<b>Northern/UP</b> <i>n</i> =44
Fully	29%	21%	23%	36%	67%	25%	24%	32%
Largely	28	35	32	0	7	29	34	34
Somewhat	26	21	23	43	7	33	31	20
Not at all	5	6	6	0	7	7	7	2
Don't know	11	17	15	21	13	5	3	11



# **Section III:**

# **Mentoring Types, Intensity and Duration**

## Section III: Mentoring Types, Intensity and Duration

### Types of Mentoring

- One to One mentoring continues to account for the majority of mentoring conducted in Wave VIII.
- This is especially true in Grand Rapids/Muskegon, where programs report that 91% of their mentoring is one adult to one youth.

- Peer mentoring in the form of one high school or younger mentor to one youth is used as much as one to one mentoring in Northern/UP. Thirty-eight percent of programs there report using each of these forms of mentoring.

<b>Exhibit 14</b> <b>Types of Mentoring Practiced by Programs</b> <b>by Total and Geographic Area</b> <b>Wave VIII of the Mentor Michigan Census</b>								
	<b>Total</b> <i>n</i> =222	<b>Tri-County</b> <i>n</i> =52	<b>SE MI</b> <i>n</i> =65	<b>SW MI</b> <i>n</i> =14	<b>Mid-Mich</b> <i>n</i> =15	<b>GR / Musk</b> <i>n</i> =55	<b>Flint/Sag /Bay Area</b> <i>n</i> =29	<b>Northern/UP</b> <i>n</i> =44
One to One (1 adult to 1 youth)	73%	55%	60%	74%	81%	91%	70%	38%
Group (1 adult to no more than 4 youth)	9	17	15	21	1	4	12	3
Peer (1 high school or younger mentor to 1 youth)*	9	9	11	4	3	2	6	38
Peer (1 high school or younger mentor to no more than 4 youth)	4	13	10	0	5	<1	3	5
Team of mentors with a group of youth (no more than 4 youth to 1 adult)	5	5	4	0	9	1	9	16
Team of mentors with 1 youth*	<1	<1	<1	0	0	1	0	0
E-mentoring (1 adult to 1 youth)	<1	0	0	0	0	<1	<1	0

\*New in Wave VIII

### Use of Trouble-shooting Techniques by Mentoring Programs

- The majority of mentoring programs report that they employ techniques for early trouble-shooting to address problems identified with a mentor during training.
- Most (93%) Southwest Michigan programs employ these techniques, with Mid-Michigan reporting the lowest usage (73%).

Exhibit 15 Does Program Include Trouble-Shooting Techniques to Address Problems with Mentors? by Total and Geographic Area Wave VIII of the Mentor Michigan Census								
	<b>Total</b> <i>n=222</i>	<b>Tri-County</b> <i>n=52</i>	<b>SE MI</b> <i>n=65</i>	<b>SW MI</b> <i>n=14</i>	<b>Mid-Mich</b> <i>n=15</i>	<b>GR / Musk</b> <i>n=55</i>	<b>Flint/Sag /Bay Area</b> <i>n=29</i>	<b>Northern/UP</b> <i>n=44</i>
Yes	81%	83%	80%	93%	73%	80%	79%	82%
No	9	6	9	0	20	4	17	11
Don't know	10	12	11	7	7	16	3	7



## Match Intensity and Duration

<b>Exhibit 16</b> <b>Mentoring Intensity</b> <b>by Total and Geographic Area</b> <b>Wave VIII of the Mentor Michigan Census</b>								
<i><b>Mean</b></i>	<i><b>Total</b></i> <i>n=222</i>	<i><b>Tri-County</b></i> <i>n=52</i>	<i><b>SE MI</b></i> <i>n=65</i>	<i><b>SW MI</b></i> <i>n=14</i>	<i><b>Mid-Mich</b></i> <i>n=15</i>	<i><b>GR /</b></i> <i><b>Musk</b></i> <i>n=55</i>	<i><b>Flint/Sag</b></i> <i><b>/Bay Area</b></i> <i>n=29</i>	<i><b>Northern/</b></i> <i><b>UP</b></i> <i>n=44</i>
Minimum time per week required for match to meet in person	2.2 hours	2.1	2.1	3.2	1.7	1.4	3.3	2.6
Minimum number of times required for match to meet in person	1.2 meetings	1.1	1.1	1.3	1.1	1.1	1.7	1.3
Minimum time (duration) requirement of a match	9.7 months	10.2	10.0	8.5	8.7	10.5	8.1	9.9
Average time (duration) for a match	11.3 months	9.6	9.9	11.9	12.6	13.1	9.6	12.3

- Mentoring programs in Grand Rapids/Muskegon lead the state in both the minimum required duration and average duration of a mentor/youth match (10.5 and 13.1 months respectively). Both of these measurements are indicators of quality mentoring programs.



# **Section IV: Demographics**

## **Active Mentors and Youth Served**

## Mentor Demographics

- Mid-Michigan leads the state with the highest percentage of male mentors (54%).

<b>Exhibit 17</b> <b>Gender and Race of Active Mentors</b> <b>by Total and Geographic Area</b> <b>Wave VIII of the Mentor Michigan Census</b>								
	<i>Total</i>	<i>Tri-County</i>	<i>SE MI</i>	<i>SW MI</i>	<i>Mid-Mich</i>	<i>GR / Musk</i>	<i>Flint/Sag /Bay Area</i>	<i>Northern/UP</i>
<b>Mentor Gender</b>								
Male	37%	44%	41%	30%	54%	37%	27%	31%
Female	63	56	59	70	46	63	73	69
<b>Mentor Race</b>								
Caucasian	73%	44%	54%	75%	84%	81%	70%	96%
African American	22	51	41	18	11	13	27	1
Latino/a	2	2	1	2	2	4	2	1

- Not surprisingly, Southeast Michigan and the Tri-County area report the highest percentage of African-American mentors (41% and 51% respectively), although more than a quarter (27%) of mentors in the Flint/Saginaw/Bay Area are African-American.

For additional mentor demographic data broken down by geographic area, refer to Table 15 in the Appendix.

## Youth Served Demographics

- In addition to leading the state with male mentors, Mid-Michigan reports serving the largest percentage of male youth (57%).

- In terms of race, Southeastern Michigan and the Tri-County Area report serving the largest percentages of African American youth (65% and 71% respectively).

<b>Exhibit 18</b> <b>Gender and Race of Youth Served</b> <b>by Total and Geographic Area</b> <b>Wave VIII of the Mentor Michigan Census</b>								
	<i>Total</i>	<i>Tri-County</i>	<i>SE MI</i>	<i>SW MI</i>	<i>Mid-Mich</i>	<i>GR / Musk</i>	<i>Flint/Sag /Bay Area</i>	<i>Northern/UP</i>
<b>Youth Served Gender</b>								
Male	48%	52%	51%	46%	57%	44%	46%	44%
Female	52	48	49	54	43	56	54	56
<b>Youth Served Race</b>								
Caucasian	46%	23%	30%	45%	47%	44%	56%	85%
African American	39	71	65	39	37	30	33	7
Latino/a	10	3	3	5	4	21	7	3

- It seems that there is a significant amount of cross-race mentoring taking place in Grand Rapids/Muskegon, where just 13% of the mentors are African-American, yet 30% of the youth they serve are African-American.

For additional youth served demographic data broken down by geographic area, refer to Table 16 in the Appendix.



# **Section V: Satisfaction with Mentor Michigan**



### Section V: Satisfaction with Mentor Michigan

#### Overall Satisfaction

Survey respondents were asked, “Overall, and considering all aspects of the service, information and resources provided, how satisfied are you with Mentor Michigan?” Based on their responses, a mean score was calculated using the following scale: 4 = very satisfied, 3= somewhat satisfied, 2 = not very satisfied. Mean scores for each geographic area shown in the table below.

Exhibit 19 Satisfaction with Mentor Michigan by Total and Geographic Area Wave VIII of the Mentor Michigan Census								
<i>Mean Satisfaction Score</i>	<i>Total</i>	<i>Tri-County</i>	<i>SE MI</i>	<i>SW MI</i>	<i>Mid-Mich</i>	<i>GR / Musk</i>	<i>Flint/Sag / Bay Area</i>	<i>Northern/UP</i>
Wave VIII	3.5	3.7	3.7	3.6	3.3	3.5	3.5	3.4
Wave VII	3.5	3.6	3.6	3.3	3.4	3.6	3.4	3.5

- Mean satisfaction with Mentor Michigan has remained high from Wave VII to Wave VIII, and is consistently high across all geographic areas of the state.

### Participation in Mentor Michigan Webinars

- Organizations with the highest level of participation in the free webinars can be found in Southwest Michigan and Northern/UP, where 67% report that someone from their organization has participated.
- There has been relatively low participation in Mentor Michigan's free webinars by organizations in both Mid-Michigan (33%) and the Flint/Saginaw/Bay Area (32%).

<b>Exhibit 20</b> <b>Past Participation in Mentor Michigan's Free Webinars</b> <b>by Total and Geographic Area</b> <b>Wave VIII of the Mentor Michigan Census</b>								
<i><b>Participated in MM free webinars?</b></i>	<i><b>Total</b></i> <i>n=137</i>	<i><b>Tri-County</b></i> <i>n=36</i>	<i><b>SE MI</b></i> <i>n=44</i>	<i><b>SW MI</b></i> <i>n=9</i>	<i><b>Mid-Mich</b></i> <i>n=9</i>	<i><b>GR / Musk</b></i> <i>n=32</i>	<i><b>Flint/Sag /Bay Area</b></i> <i>n=19</i>	<i><b>Northern/UP</b></i> <i>n=24</i>
Yes	48%	42%	43%	67%	33%	50%	32%	67%
No	37	39	41	33	56	41	47	13
Don't know	15	19	16	0	11	9	21	21

## Satisfaction with Mentor Michigan Webinars

<b>Exhibit 21</b> <b>Satisfaction with Mentor Michigan's Free Webinars</b> <b>by Total and Geographic Area</b> <b>Wave VIII of the Mentor Michigan Census</b>								
<b><i>How Satisfied?</i></b>	<b><i>Total</i></b> <i>n=66</i>	<b><i>Tri-County</i></b> <i>n=15</i>	<b><i>SE MI</i></b> <i>n=19</i>	<b><i>SW MI</i></b> <i>n=6</i>	<b><i>Mid-Mich</i></b> <i>n=3</i>	<b><i>GR / Musk</i></b> <i>n=16</i>	<b><i>Flint/Sag /Bay Area</i></b> <i>n=6</i>	<b><i>Northern/UP</i></b> <i>n=16</i>
Very satisfied	39%	60%	53%	67%	67%	19%	0%	44%
Somewhat satisfied	58	40	42	33	33	81	83	56
Don't know	3	0	5	0	0	0	17	0

NOTE: "Not very" and "Not at all" responses are not shown as zero respondents selected these categories.

- Satisfaction with Mentor Michigan's free webinars is fairly high, with all responding organizations indicating that they are either "Somewhat satisfied" or "Very satisfied" (3% report that they "Don't know").
- While sample sizes are quite small, more webinar participants in Grand Rapids/Muskegon and the Flint/Saginaw/Bay Area report being "Somewhat satisfied" (81% and 83% respectively) than "Very satisfied" (19% and 0%). The remaining geographic areas have a higher percentage reporting that they are "Very satisfied".





## Estimated Participation in Regional Training

- Most organizations indicate that they would be most likely to participate in low cost regional training on a quarterly basis (35%).
- Forty-two percent of organizations in the Flint/Saginaw/Bay Area estimate that they would attend yearly regional training sessions, rather than more frequent sessions (32% report they would attend quarterly).
- Very few organizations (11%) indicate that they would attend monthly training.

**Exhibit 22**  
**Estimated Participation in Mentor Michigan's Free or Low Cost Regional Training Opportunities**  
**by Total and Geographic Area**  
**Wave VIII of the Mentor Michigan Census**

	<b>Total</b> <i>n=137</i>	<b>Tri-County</b> <i>n=36</i>	<b>SE MI</b> <i>n=44</i>	<b>SW MI</b> <i>n=9</i>	<b>Mid-Mich</b> <i>n=9</i>	<b>GR / Musk</b> <i>n=32</i>	<b>Flint/Sag /Bay Area</b> <i>n=19</i>	<b>Northern/UP</b> <i>n=24</i>
Monthly	11%	14%	16%	11%	0%	6%	16%	8%
Quarterly	35	53	45	22	22	31	32	33
Twice a year	24	14	20	33	22	31	11	29
Once a year	20	11	11	22	22	19	42	17
Other	3	0	0	0	22	3	0	4
Don't know	7	8	7	11	11	9	0	8

## Information Needs from Mentor Michigan

- Organizations across all areas of the state seem eager to receive information on many aspects of mentoring, with Training materials the most often cited (71%) need.
- With the exception of Mid-Michigan with its small sample size (n=9), at least a third of all geographic areas indicated a need for the information options presented.
- Organizations in Mid-Michigan report less need for State mentoring studies (11%) and National mentoring studies (22%) than do other areas of the state.

<b>Exhibit 23</b> <b>Information Needs of Mentoring Organizations by Total and Geographic Area</b> <b>Wave VIII of the Mentor Michigan Census</b> <b>(Multiple Responses Allowed)</b>								
	<i><b>Total</b></i> <i><b>n=137</b></i>	<i><b>Tri-County</b></i> <i><b>n=36</b></i>	<i><b>SE MI</b></i> <i><b>n=44</b></i>	<i><b>SW MI</b></i> <i><b>n=9</b></i>	<i><b>Mid-Mich</b></i> <i><b>n=9</b></i>	<i><b>GR / Musk</b></i> <i><b>n=32</b></i>	<i><b>Flint/Sag /Bay Area</b></i> <i><b>n=19</b></i>	<i><b>Northern/UP</b></i> <i><b>n=24</b></i>
Training materials	71%	69%	70%	67%	89%	72%	74%	63%
Evaluation resources	65	75	73	67	44	66	63	58
Grant writing	64	78	77	44	78	56	47	63
State mentoring studies	61	72	68	67	11	59	74	58
Fundraising	59	72	73	56	56	41	58	63
Recruitment	59	72	70	44	33	50	58	67
National mentoring studies	42	39	36	56	22	56	47	33
Other	3	6	5	0	0	3	0	4
Don't know	3	3	2	11	0	3	0	4



# **Section VI: Mentoring Program Longevity, Capacity and Budgets**

## Section VI: Mentoring Program Capacity and Budgets

### Changes in Mentoring Capacity

- At least a third or more of organizations in all geographic areas report that they have experienced no change in their mentoring capacity in Wave VIII.
- Net changes in mentoring capacity among organizations that have experienced changes over the past year are relatively small. The exception is in Mid-Michigan, where the nine reporting organizations indicate an average net loss of 97 matches.

<b>Exhibit 24</b> <b>Changes in Mentoring Capacity</b> <b>by Total and Geographic Area</b> <b>Wave VIII of the Mentor Michigan Census</b>								
	<b>Total</b> <i>n=137</i>	<b>Tri-County</b> <i>n=36</i>	<b>SE MI</b> <i>n=44</i>	<b>SW MI</b> <i>n=9</i>	<b>Mid-Mich</b> <i>n=9</i>	<b>GR / Musk</b> <i>n=32</i>	<b>Flint/Sag /Bay Area</b> <i>n=19</i>	<b>Northern/UP</b> <i>n=24</i>
% reporting an increase	31%	33%	32%	22%	11%	38%	37%	25%
% reporting a decrease	12	6	9	11	11	9	16	17
% reporting no change	44	42	41	56	56	50	37	38
Don't Know	14	19	18	11	22	3	11	21
Mean Increase	27.9	32.9	31.9	5.0	28.0	35.8	27.9	10.3
Mean Decrease	25.9	21.5	14.3	20.0	125	31.7	5.7	25.3
Net	2.0	11.4	17.6	-15.0	-97.0	4.1	22.2	-15.0

For additional mentoring capacity data, refer to Table 17 in the Appendix

## Organizations' Annual Budgets for Mentoring Programs

- While about 20% of organizations' annual budgets are very small (\$0-4,999), a similar percentage fall into more "medium" budget sizes (15% are \$50,000-99,000; 18% are \$100,000-199,999).
- Four organizations that received a large influx of money in Wave VIII contributed to a wider variation in budget size for Wave VIII.

<b>Exhibit 25</b> <b>Organizations' Annual Budget Size for Mentoring Programs</b> <b>by Total and Geographic Area</b> <b>Wave VIII of the Mentor Michigan Census</b>								
<i><b>Budget Size</b></i>	<i><b>Total</b></i> <i>n=137</i>	<i><b>Tri-County</b></i> <i>n=36</i>	<i><b>SE MI</b></i> <i>n=44</i>	<i><b>SW MI</b></i> <i>n=9</i>	<i><b>Mid-Mich</b></i> <i>n=9</i>	<i><b>GR / Musk</b></i> <i>n=32</i>	<i><b>Flint/Sag /Bay Area</b></i> <i>n=19</i>	<i><b>Northern/UP</b></i> <i>n=24</i>
0-\$4,999	19%	14%	16%	11%	0%	25%	26%	21%
\$5,000-9,999	6	8	9	0	0	3	5	8
\$10,000-24,999	8	3	2	11	11	13	5	13
\$25,000-49,999	5	0	0	0	11	13	11	0
\$50,000-99,999	15	22	20	11	0	13	11	17
\$100,000-199,999	18	19	18	33	22	19	5	17
\$200,000-299,999	7	8	9	0	11	3	11	4
\$300,000-399,999	3	3	5	0	0	0	11	0
\$400,000-499,999	3	0	0	11	11	3	0	4
\$500,000-1,000,000	2	0	0	0	11	0	11	0
\$1,000,000-2,000,000	3	6	5	11	0	0	5	0
More than \$2,000,000	1	3	2	0	11	0	0	0
Don't Know	11	14	14	11	11	9	0	17

## Changes in Mentoring Program Annual Budgets

**Exhibit 26**  
**Changes in Mentoring Program Annual Budgets Since August 31, 2009**  
**by Total and Geographic Area**  
**Wave VIII of the Mentor Michigan Census**

	<b>Total</b> <i>n=137</i>	<b>Tri-County</b> <i>n=36</i>	<b>SE MI</b> <i>n=44</i>	<b>SW MI</b> <i>n=9</i>	<b>Mid-Mich</b> <i>n=9</i>	<b>GR / Musk</b> <i>n=32</i>	<b>Flint/Sag /Bay Area</b> <i>n=19</i>	<b>Northern/ UP</b> <i>n=24</i>
% that experienced an increase	12%	17%	14%	0%	11%	25%	0%	4%
% that experienced a decrease	26	25	27	0	22	16	32	42
% that experienced no change	45	39	39	78	44	47	47	38
New program; no budget in 2009	4	0	5	0	11	0	11	4
Don't Know	14	19	16	22	11	13	11	13
Mean Increase	\$46,344	\$62,667	\$62,667	\$0	\$15,000	\$43,375	\$0	\$3,500
Mean Decrease	\$27,680	\$27,834	\$24,353	\$0	\$126,550	\$22,200	\$40,204	\$7,124
Net	\$18,664	\$34,833	\$38,314	\$0	-\$111,550	\$21,175	-\$40,204	-\$3,624

- Most organizations across the state report that they experienced no change in their mentoring program annual budgets since August 31, 2009.

- None of the organizations in Southwest Michigan report a change in mentoring program budgets, but 22% report that they "Don't know".

- Mid-Michigan reports the greatest net loss in annual mentoring program budgets (-\$111,550).

## Anticipated Budget Changes

- Most mentoring organizations across the state do not anticipate a change in their budgets next year.
- Those anticipating a decrease expect a significant reduction in their budgets ranging from an average of 25% to 50%.
- The exception is in the Flint/Saginaw/Bay Area where organizations predict an average decrease of 9.3%.

<b>Exhibit 27</b> <b>Anticipated Budget Changes in the Next Year</b> <b>by Total and Geographic Area</b> <b>Wave VIII of the Mentor Michigan Census</b>								
	<b>Total</b> <i>n=137</i>	<b>Tri-County</b> <i>n=36</i>	<b>SE MI</b> <i>n=44</i>	<b>SW MI</b> <i>n=9</i>	<b>Mid-Mich</b> <i>n=9</i>	<b>GR / Musk</b> <i>n=32</i>	<b>Flint/Sag /Bay Area</b> <i>n=19</i>	<b>Northern/UP</b> <i>n=24</i>
% anticipating a budget increase	15%	22%	20%	11%	11%	13%	16%	8%
% anticipating a budget decrease	16	14	16	33	11	6	16	25
% anticipating no change	51	36	36	56	78	69	58	38
Don't Know	18	28	27	0	0	13	11	29
Mean anticipated % increase	27.3	31.3	38.9	10.0	25.0	20.0	13.3	20.0
Mean anticipated % decrease	36.7	31.0	35.0	37.3	25.0	50.0	9.3	49.7
Net	-9.4	0.3	3.9	-27.3	0.0	-30.0	4.0	-29.7

- Those areas expecting an increase in budgets have more modest expectations, ranging from an average low of 10% in Southwest Michigan to an average high of 38.9% in Southeast Michigan.

- Areas expecting the largest net decrease in budget size are Northern/UP, Grand Rapids/Muskegon, and Southwest Michigan, all anticipating close to a 30% net decrease.

## Mentoring by Geographic Area in the State of Michigan – MMC Wave VIII



### Source of Mentoring Program Budget – FY 2009 and FY 2010

- Individual fundraising events reflect the greatest average increase as a budget source between fiscal years 2009 and 2010 for all but Southwest Michigan (reporting a 2.6% decline).
- This is in contrast to Corporate fundraising events, which decreased in most geographic areas from fiscal year 2009 to 2010.
- There has been virtually no change in Intermediate or regional school districts as a budgetary source.

<b>Exhibit 28</b> <b>Mean Percent Change in Source of Mentoring Program Budget – FY 2009 and 2010</b> <b>by Total and Geographic Area</b> <b>Wave VIII of the Mentor Michigan Census</b>								
<b>Source</b>	<b>Total n=100</b>	<b>Tri- County n=29</b>	<b>SE MI n=35</b>	<b>SW MI n=7</b>	<b>Mid- Mich n=6</b>	<b>GR / Musk n=22</b>	<b>Flint/Sag /Bay Area n=13</b>	<b>Northern/ UP n=17</b>
Events/Fundraising (Individual)	2.4	1.4	1.6	-2.6	7.6	3.9	3.0	4.0
Local school district	1.5	-1.8	-1.1	15.2	5.9	1.8	0.1	0.3
Foundations	0.8	-1.1	-0.4	0.9	10.5	0.1	-1.9	-0.1
Town, township or city	0.3	-2.6	-2.2	0.0	-0.3	1.3	5.7	-0.3
United Way	0.2	0.1	0.6	1.1	-2.7	2.2	-1.5	-2.2
Intermediate or regional school district	0.1	0.9	0.7	0.0	0.8	0.0	-0.9	0.0
Individual Giving	-0.2	1.5	1.0	1.0	-4.1	-1.3	-1.6	-0.2
Federal Government	-0.4	-0.7	-0.5	-9.9	-0.1	-2.0	5.8	1.2
Corporate Sponsorships	-0.7	0.6	0.3	0.1	-2.1	-3.3	-0.8	0.3
State Government	-0.8	2.8	1.3	-8.8	3.1	0.0	-5.0	-0.7
Events/Fundraising (Corporate)	-1.5	-1.1	-0.7	0.9	-18.4	1.3	-2.0	-0.2
Other	-1.9	0.1	-0.7	2.1	-0.2	-4.0	-1.1	-2.1

Note: New programs without a budget in FY 2009 are not included in the table above.

Tables 20-26 in the Appendix provide more detail on budget source changes by geographic area.

- Mid-Michigan seems to be offsetting a large decrease in Corporate events and fundraising (-18.4%) with Foundation support (+10.5%).





### “Other” Sources of Mentoring Budgets

Mentoring organizations describe the following budget sources under the category “other”:

- *County Grants / County Government*
- *PTSA*
- *Grants*
- *Senior Millage, Tribal 2% and donations*
- *Academic and Career Planning Budget*
- *Contribution from Sponsoring Agency*
- *Executive / Board Members*
- *Local*
- *Donations*
- *Churches*
- *Circuit Court*
- *Grants, earned income, misc.*
- *Investment*
- *This agency fundraising*
- *BBBS*
- *Endowments*
- *Misc.*

## FTE (Full Time Equivalent Paid Staff) Changes

- Mentoring organizations across the state report a current average of 2.2 FTEs.
- This ranges from a high of 4.1 in Grand Rapids/Muskegon to a low of 1.2 in Northern/UP.

- More than half of organizations in all geographic areas report no change in their FTEs in the past year.

<b>Exhibit 29</b> <b>FTE Changes in the Past Year</b> <b>by Total and Geographic Area</b> <b>Wave VIII of the Mentor Michigan Census</b>								
	<b>Total</b> <i>n=137</i>	<b>Tri-County</b> <i>n=36</i>	<b>SE MI</b> <i>n=44</i>	<b>SW MI</b> <i>n=9</i>	<b>Mid-Mich</b> <i>n=9</i>	<b>GR / Musk</b> <i>n=32</i>	<b>Flint/Sag /Bay Area</b> <i>n=19</i>	<b>Northern/UP</b> <i>n=24</i>
Current Mean # FTEs	2.2	1.5	1.5	2.7	2.0	4.1	1.8	1.2
% reporting an increase	12%	14%	14%	0%	0%	16%	11%	13%
% reporting a decrease	19	19	23	44	22	9	16	17
% reporting no change	65	58	57	56	78	66	74	71
Don't Know	4	8	7	0	0	9	0	0
Mean increase	1.2	1.0	1.2	0	0	1.4	1.0	1.0
Mean decrease	1.6	1.1	1.2	3.3	1.5	1.0	1.3	1.5
Net	-.4	-.1	0	-3.3	-1.5	.4	-.3	-.5

- For those reporting a decrease in FTEs, the average net decrease is quite small state-wide. The exceptions are in Southwest and Mid-Michigan (-3.3 and -1.5 respectively), both of which have very small sample sizes.



## **Section VII:**

# **Mentor Michigan Quality Standards for Youth Mentoring Programs**

## Section VII: Mentor Michigan Quality Standards for Youth Mentoring Programs

### Meeting the Standards

- More than half of the organizations state-wide report they meet at least some of the Mentor Michigan Quality Standards for Youth Mentoring Programs.
- The 10% statewide that report “Completely” meeting all Standards ranges from a high of 33% in Southwest Michigan to a low of 0% in Mid-Michigan.

<b>Exhibit 30</b> <b>Meeting the MM Quality Standards for Youth Mentoring Programs</b> <b>by Total and Geographic Area</b> <b>Wave VIII of the Mentor Michigan Census</b>								
	<b>Total</b> <i>n</i> =137	<b>Tri-County</b> <i>n</i> =36	<b>SE MI</b> <i>n</i> =44	<b>SW MI</b> <i>n</i> =9	<b>Mid-Mich</b> <i>n</i> =9	<b>GR / Musk</b> <i>n</i> =32	<b>Flint/Sag /Bay Area</b> <i>n</i> =19	<b>Northern/UP</b> <i>n</i> =24
Completely Meets All Standards	10%	6%	7%	33%	0%	6%	16%	13%
Meets Most Standards	30	25	25	11	33	31	26	46
Meets Some Standards	23	25	27	22	33	25	16	17
Partially Meets All Standards	28	33	32	11	33	28	37	17
Does Not Meet Standards / Don't Know	9	11	9	22	0	9	5	8

- Twenty-two percent of organizations in Southwest Michigan report that they either do not meet the Standards, or they don't know if they do.

## Most Difficult Standard to Meet

- State-wide 20% of organizations report that they “Don’t know” which standard is the most difficult to meet. This uncertainty ranges from a low of 16% in Southeast Michigan, to a high of 33% in Southwest Michigan.
- Program Evaluation and Recruitment Plan are problematic for most areas, while 22% of Southwest Michigan and Mid-Michigan organizations identify Match Monitoring Process as the Standard they find most difficult meet.
- Sixteen percent of Grand Rapids/ Muskegon organizations identify Governance as their most difficult Standard to meet.

<b>Exhibit 31</b> <b>Most Difficult Standards to Meet</b> <b>by Total and Geographic Area</b> <b>Wave VIII of the Mentor Michigan Census</b>								
	<b>Total</b> <i>n=137</i>	<b>Tri-County</b> <i>n=36</i>	<b>SE MI</b> <i>n=44</i>	<b>SW MI</b> <i>n=9</i>	<b>Mid-Mich</b> <i>n=9</i>	<b>GR / Musk</b> <i>n=32</i>	<b>Flint/Sag /Bay Area</b> <i>n=19</i>	<b>Northern/UP</b> <i>n=24</i>
Don't know	20%	17%	16%	33%	22%	13%	21%	29%
Program Evaluation	19	28	23	11	0	25	21	13
Recruitment Plan	15	17	18	0	22	6	26	17
Match Closure	9	6	7	11	0	13	11	13
Match Monitoring Process	8	6	9	22	22	3	0	8
Orientation and Training	7	3	5	0	11	6	11	8
Governance	7	6	5	0	0	16	0	8
Mentor Support, Recognition, Retention	6	8	7	0	11	9	5	0
Matching Strategy	4	3	2	11	0	3	5	4
Organization Management	3	6	5	11	0	3	0	0
Eligibility Screening	2	3	2	0	11	3	0	0
Definition of Youth Mentoring	1	0	2	0	0	0	0	0



## **Appendix**

### **Geographic Tables**

**Table 1: Funnel Measures Summary Table - Total and Geographic Area**

<i>Question</i>	<i>Wave VIII Total</i>	<i>Tri- County</i>	<i>SE MI</i>	<i>SW MI</i>	<i>Mid- Mich</i>	<i>GR / Musk</i>	<i>Flint/Sag / Bay Area</i>	<i>Northern/ UP</i>
Number of organizations	137	36	44	9	9	32	19	24
Number of inquiries to be a mentor	14,629	4,222	5,775	1,085	1,035	2,879	1,705	2,150
Monthly Average	1,219	352	481	90	86	240	142	179
Number of written applications to be a mentor	9,330	2,341	3,191	1,071	732	1,864	871	1,601
Monthly Average	777	195	266	89	61	155	73	133
Background Check - [M.R.]								
Written application	88%	81%	83%	93%	73%	91%	83%	98%
Personal interview	84	75	78	93	100	91	59	93
Personal character references	75	75	77	86	67	78	62	77
State sex offender registry	73	83	80	86	60	69	55	80
Name only state check (ICHAT)	69	48	51	36	80	75	83	89
Driving record/license	55	52	51	71	47	60	41	64
State child abuse registry	50	65	55	14	73	60	28	48
Employment references	24	17	22	7	27	35	21	23
FBI fingerprint check (including SafetyNet)	21	33	29	7	13	33	10	9
Use SafetyNet	21	35	31	7	13	31	7	9
Name only national check	18	13	17	43	47	11	24	9
Other+	18	19	22	21	13	16	21	11
Survey+	17	19	18	0	7	22	10	20
Home visit	13	4	8	7	27	4	17	25
Home assessment	12	6	8	21	33	4	7	20
State only fingerprint check	2	6	6	0	0	2	0	0
Other national fingerprint check	1	4	3	0	0	0	3	0
None of the above	1	0	2	0	0	0	3	2
Drug test+	<1	2	2	0	0	0	0	0
Credit Check	<1	2	2	0	0	0	0	0

+ New in Wave VIII

**Table 1: Funnel Measures Summary Table - Total and Geographic Area**

<i>Question</i>	<i>Wave VIII Total</i>	<i>Tri- County</i>	<i>SE MI</i>	<i>SW MI</i>	<i>Mid- Mich</i>	<i>GR / Musk</i>	<i>Flint/Sag / Bay Area</i>	<i>Northern/ UP</i>
Use SafetyNET to conduct background checks								
Yes	21%	35%	31%	7%	13%	31%	7%	9%
No	71	63	63	93	60	64	79	84
Don't Know	8	2	6	0	27	5	14	7
Youth Served								
Total	23,706	3,511	4,469	2,408	1,688	8,518	3,772	2,851
Mean per Organization	173	98	102	268	188	266	199	119
Total number of matches								
Percent of organizations reporting an increase	36%	27%	28%	43%	40%	51%	24%	32%
Percent of organizations reporting a decrease	18	19	23	7	27	15	17	18
Percent of organizations reporting no change	32	35	31	21	20	29	38	41
Don't Know	14	19	18	29	13	5	21	9
Increased #	1,884	262	357	269	148	707	91	312
Decreased #	1,478	214	289	147	237	388	238	179
Net Change #	406	48	68	122	-89	319	-147	133
Active mentors	17,681	2,885	3,428	1,865	1,018	7,742	1,660	1,968
Mentors currently on waiting list	942	282	317	222	66	105	185	47
Youth currently on waiting list	2,755	385	508	541	291	651	550	214



**Table 1: Funnel Measures Summary Table - Total and Geographic Area**



<i>Question</i>	<i>Wave VIII Total</i>	<i>Tri- County</i>	<i>SE MI</i>	<i>SW MI</i>	<i>Mid- Mich</i>	<i>GR / Musk</i>	<i>Flint/Sag / Bay Area</i>	<i>Northern/ UP</i>
<b>Minimum time (duration) of mentor/youth match</b>								
No minimum	1%	2%	2%	7%	0%	0%	3%	0%
1-2 months	5	15	12	0	7	2	0	0
3-5 months	10	6	8	7	20	11	17	7
6-8 months	15	17	20	21	7	11	14	16
9-11 months	23	10	8	36	13	29	38	25
12 months	38	42	45	21	53	29	24	48
More than 12 mos, less than 2 yrs	3	0	0	0	0	11	0	2
More than 2 yrs, less than 5 yrs	2	4	3	0	0	4	0	0
More than 5 years	<1	2	2	0	0	0	0	0
Don't know	3	2	2	7	0	4	3	2
<b>MEAN number of months</b>	<b>9.7</b>	<b>10.2</b>	<b>10.0</b>	<b>8.5</b>	<b>8.7</b>	<b>10.5</b>	<b>8.1</b>	<b>9.9</b>
<b>Average time (duration) for mentor/youth match</b>								
No minimum	<1%	2%	2%	0%	0%	0%	0%	0%
1-2 months	4	15	12	0	7	0	0	0
3-5 months	7	8	9	0	13	7	10	0
6-8 months	16	12	14	21	20	13	10	23
9-11 months	19	15	14	21	0	15	38	27
12 months	18	27	25	7	13	13	21	18
More than 12 mos, less than 2 yrs	7	4	5	21	13	7	0	9
More than 2 yrs, less than 5 yrs	7	4	5	0	13	13	3	7
More than 5 years	0	0	0	0	0	0	0	0
Don't know	21	13	15	29	20	33	17	16
<b>MEAN number of months</b>	<b>11.3</b>	<b>9.6</b>	<b>9.9</b>	<b>11.9</b>	<b>12.6</b>	<b>13.1</b>	<b>9.6</b>	<b>12.3</b>

**Table 1: Funnel Measures Summary Table - Total and Geographic Area**



<i>Question</i>	<i>Wave VIII Total</i>	<i>Tri- County</i>	<i>SE MI</i>	<i>SW MI</i>	<i>Mid- Mich</i>	<i>GR / Musk</i>	<i>Flint/Sag / Bay Area</i>	<i>Northern/ UP</i>
<b>Minimum time per week required for a match to meet in person</b>								
No minimum	14%	8%	9%	7%	7%	22%	14%	14%
1 hour	54	56	52	57	53	51	55	57
2 hours	18	21	25	7	20	20	14	11
3 hours	2	2	2	0	7	2	0	5
4 hours	6	6	6	14	13	2	3	9
5 hours	1	0	0	0	0	4	0	0
6 hours	0	0	0	0	0	0	0	0
More than 6 hours	4	6	5	7	0	0	10	2
Don't know	2	2	2	7	0	0	3	2
<b>MEAN number of hours</b>	<b>2.2</b>	<b>2.1</b>	<b>2.1</b>	<b>3.2</b>	<b>1.7</b>	<b>1.4</b>	<b>3.3</b>	<b>2.6</b>
<b>Minimum number of times (meetings) per week required for mentor/youth to meet in person</b>								
No minimum	16%	12%	14%	43%	13%	22%	14%	7%
1 meeting	70	77	77	43	73	69	55	77
2 meetings	5	8	6	0	13	4	10	2
3 meetings	1	2	2	0	0	0	0	2
4 meetings	5	0	0	7	0	4	14	9
5 meetings	0	0	0	0	0	0	3	0
Don't know	2	2	2	7	0	2	3	2
<b>MEAN number of meetings</b>	<b>1.2</b>	<b>1.1</b>	<b>1.1</b>	<b>1.3</b>	<b>1.1</b>	<b>1.1</b>	<b>1.7</b>	<b>1.3</b>

**Table 1: Funnel Measures Summary Table - Total and Geographic Area**



<i>Question</i>	<i>Wave VIII Total</i>	<i>Tri- County</i>	<i>SE MI</i>	<i>SW MI</i>	<i>Mid- Mich</i>	<i>GR / Musk</i>	<i>Flint/Sag / Bay Area</i>	<i>Northern/ UP</i>
<b>Number of hours in-person, pre-match training for mentors</b>								
None	4%	0%	2%	7%	7%	2%	3%	7%
1 – <2 hours	23	6	9	36	40	33	24	23
2 – <4 hours	28	38	37	36	20	29	21	20
4 – < 6 hours	15	29	25	0	20	9	3	18
6 – 8 hours	11	10	9	0	7	11	10	20
More than 8 hours	14	17	17	14	7	7	28	9
Don't know	5	0	2	7	0	9	10	2
<b>MEAN number of hours</b>	<b>5.1</b>	<b>6.3</b>	<b>5.7</b>	<b>6.2</b>	<b>3.0</b>	<b>3.0</b>	<b>9.4</b>	<b>4.6</b>
<b>Number of post-match hours of mentor training/support</b>								
None	11%	2%	6%	7%	13%	13%	14%	14%
1 – <2 hours	11	8	9	14	13	15	7	9
2 – <4 hours	15	15	14	21	27	16	10	14
4 – < 6 hours	15	17	14	0	33	9	14	25
6 – 8 hours	11	19	18	14	0	5	7	11
More than 8 hours	22	25	22	14	0	22	38	20
Don't know	15	13	17	29	13	20	10	7
<b>MEAN number of hours</b>	<b>11.1</b>	<b>13.1</b>	<b>11.4</b>	<b>11.8</b>	<b>2.5</b>	<b>16.0</b>	<b>13.7</b>	<b>6.1</b>

**Table 2: Summary: Program Type, Numbers and Percentages by Total and Geographic Area**



<b>Table 2</b> <b>Summary: Program Type, Numbers and Percentages</b> <b>by Total and Geographic Area</b> <b>Wave VIII of the Mentor Michigan Census</b>								
<i>Question</i>	<i>Total</i>	<i>Tri-County</i>	<i>SE MI</i>	<i>SW MI</i>	<i>Mid-Mich</i>	<i>GR / Musk</i>	<i>Flint/Sag / Bay Area</i>	<i>Northern/UP</i>
<b>Number of mentoring programs served by orgs.</b>	<b>222</b>	<b>52</b>	<b>65</b>	<b>14</b>	<b>15</b>	<b>55</b>	<b>29</b>	<b>44</b>
<b>Number of community-based programs</b>	<b>107</b>	<b>23</b>	<b>32</b>	<b>6</b>	<b>9</b>	<b>26</b>	<b>11</b>	<b>23</b>
Percentage	48%	44%	49%	43%	60%	47%	38%	52%
<b>Number of school-based programs</b>	<b>68</b>	<b>14</b>	<b>16</b>	<b>6</b>	<b>2</b>	<b>17</b>	<b>9</b>	<b>18</b>
Percentage	31%	27%	25%	43%	13%	31%	31%	41%
<b>Number of site-based programs</b>	<b>15</b>	<b>7</b>	<b>7</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>3</b>	<b>2</b>
Percentage	7%	13%	11%	0%	20%	0%	10%	5%
<b>Number of youth programs</b>	<b>13</b>	<b>3</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>6</b>	<b>2</b>	<b>0</b>
Percentage	6%	6%	5%	7%	7%	11%	7%	0%
<b>Number faith-based programs</b>	<b>9</b>	<b>4</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>0</b>
Percentage	4%	8%	8%	7%	0%	4%	3%	0%
<b>Number of “other” programs</b>	<b>10</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>3</b>	<b>1</b>
Percentage	5%	2%	3%	0%	0%	7%	10%	2%

## Tables 3-10: Returning Mentors vs. New Recruits –Total and Individual Geographic Area Tables



Table 3 Returning Mentors vs. New Recruits Wave VIII – Total			
	<i>Men</i>	<i>Women</i>	<i>Total</i>
<b>Returning Mentors (Recruited prior to Sept. 1, 2009)</b>			
<b>Count</b>	2,436	4,026	<b>6,462</b>
<b>%</b>	38%	62%	
<b>New Mentor Recruits (Recruited Sept. 1-Aug. 31, 2010)</b>			
<b>Count</b>	1,749	3,226	<b>4,975</b>
<b>%</b>	35%	65%	
<b>Total New and Returning Mentors*</b>	<b>11,437</b>		
<b>% Returning Mentors</b>	<b>57%</b>		
<b>% New Mentor Recruits</b>	<b>43%</b>		

Table 4 Returning Mentors vs. New Recruits Wave VIII –Tri-County Area			
	<i>Men</i>	<i>Women</i>	<i>Total</i>
<b>Returning Mentors (Recruited prior to Sept. 1, 2009)</b>			
<b>Count</b>	711	793	<b>1,504</b>
<b>%</b>	47%	53%	
<b>New Mentor Recruits (Recruited Sept. 1-Aug. 31, 2010)</b>			
<b>Count</b>	331	446	<b>777</b>
<b>%</b>	43%	57%	
<b>Total New and Returning Mentors*</b>	<b>2,281</b>		
<b>% Returning Mentors</b>	<b>66%</b>		
<b>% New Mentor Recruits</b>	<b>34%</b>		

NOTE: The totals on Tables 11-18 do not reflect the total number of active mentors reporting by organizations this wave, nor do they reflect the total number of active mentors in each geographic region. Instead, these totals reflect the number of mentors reported by organizations that track mentor recruitment dates.

Table 5 Returning Mentors vs. New Recruits Wave VIII – Southeast Michigan			
	<i>Men</i>	<i>Women</i>	<i>Total</i>
<b>Returning Mentors (Recruited prior to Sept. 1, 2009)</b>			
<b>Count</b>	793	947	<b>1,740</b>
<b>%</b>	46%	54%	
<b>New Mentor Recruits (Recruited Sept. 1-Aug. 31, 2010)</b>			
<b>Count</b>	428	611	<b>1,039</b>
<b>%</b>	41%	59%	
<b>Total New and Returning Mentors*</b>	<b>2,779</b>		
<b>% Returning Mentors</b>	<b>63%</b>		
<b>% New Mentor Recruits</b>	<b>37%</b>		

## Tables 3-10: Returning Mentors vs. New Recruits –Total and Individual Geographic Area Tables



Table 6 Returning Mentors vs. New Recruits Wave VIII –Southwest Michigan			
	<i>Men</i>	<i>Women</i>	<i>Total</i>
<b>Returning Mentors (Recruited prior to Sept. 1, 2009)</b>			
Count	382	787	1,169
%	33%	67%	
<b>New Mentor Recruits (Recruited Sept. 1-Aug. 31, 2010)</b>			
Count	258	395	653
%	39%	61%	
<b>Total New and Returning Mentors*</b>			<b>1,822</b>
<b>% Returning Mentors</b>			<b>64%</b>
<b>% New Mentor Recruits</b>			<b>36%</b>

Table 7 Returning Mentors vs. New Recruits Wave VIII – Mid-Michigan			
	<i>Men</i>	<i>Women</i>	<i>Total</i>
<b>Returning Mentors (Recruited prior to Sept. 1, 2009)</b>			
Count	287	378	665
%	43%	57%	
<b>New Mentor Recruits (Recruited Sept. 1-Aug. 31, 2010)</b>			
Count	75	146	221
%	34%	66%	
<b>Total New and Returning Mentors*</b>			<b>886</b>
<b>% Returning Mentors</b>			<b>75%</b>
<b>% New Mentor Recruits</b>			<b>25%</b>

Table 8 Returning Mentors vs. New Recruits Wave VIII – Grand Rapids/Muskegon Area			
	<i>Men</i>	<i>Women</i>	<i>Total</i>
<b>Returning Mentors (Recruited prior to Sept. 1, 2009)</b>			
Count	731	1,329	2,060
%	35%	65%	
<b>New Mentor Recruits (Recruited Sept. 1-Aug. 31, 2010)</b>			
Count	628	1,097	1,725
%	37%	64%	
<b>Total New and Returning Mentors*</b>			<b>3,785</b>
<b>% Returning Mentors</b>			<b>54%</b>
<b>% New Mentor Recruits</b>			<b>46%</b>

## Tables 3-10: Returning Mentors vs. New Recruits –Total and Individual Geographic Area Tables



Table 9 Returning Mentors vs. New Recruits Wave VIII – Flint/Saginaw/Bay City			
	<i>Men</i>	<i>Women</i>	<i>Total</i>
<b>Returning Mentors (Recruited prior to Sept. 1, 2009)</b>			
<b>Count</b>	120	251	<b>371</b>
<b>%</b>	32%	68%	
<b>New Mentor Recruits (Recruited Sept. 1-Aug. 31, 2010)</b>			
<b>Count</b>	157	432	<b>589</b>
<b>%</b>	27%	73%	
<b>Total New and Returning Mentors*</b>	<b>960</b>		
<b>% Returning Mentors</b>	<b>39%</b>		
<b>% New Mentor Recruits</b>	<b>61%</b>		

Table 10 Returning Mentors vs. New Recruits Wave VIII – Northern/UP			
	<i>Men</i>	<i>Women</i>	<i>Total</i>
<b>Returning Mentors (Recruited prior to Sept. 1, 2009)</b>			
<b>Count</b>	123	334	<b>457</b>
<b>%</b>	27%	73%	
<b>New Mentor Recruits (Recruited Sept. 1-Aug. 31, 2010)</b>			
<b>Count</b>	203	545	<b>748</b>
<b>%</b>	27%	73%	
<b>Total New and Returning Mentors*</b>	<b>1,205</b>		
<b>% Returning Mentors</b>	<b>38%</b>		
<b>% New Mentor Recruits</b>	<b>62%</b>		

**Table 11: Mentor Programs' Use of SafetyNet by Total and Geographic Area**



<b>Table 11</b> <b>Mentoring Programs' Use of SafetyNet</b> <b>by Total and Geographic Area</b> <b>Wave VIII of the Mentor Michigan Census</b>								
<b>Question</b>	<b>Total n=222</b>	<b>Tri- County n=52</b>	<b>SE MI n=65</b>	<b>SW MI n=14</b>	<b>Mid- Mich n=15</b>	<b>GR / Musk n=55</b>	<b>Flint/Sag /Bay Area n=29</b>	<b>Northern/ UP n=44</b>
<b>Use SafetyNET to conduct background checks</b>								
Yes	21%	35%	31%	7%	13%	31%	7%	9%
No	71	63	63	93	60	64	79	84
Don't Know	8	2	6	0	27	5	14	7



**Table 12: Pre-and Post-Match Training & Support for Mentors by Total and Geographic Area**



<b>Table 12</b> <b>Pre- and Post- Match Training and Support for Mentors</b> <b>by Total and Geographic Area</b> <b>Wave VIII of the Mentor Michigan Census</b>								
<b>Question</b>	<b>Total n=222</b>	<b>Tri- County n=52</b>	<b>SE MI n=65</b>	<b>SW MI n=14</b>	<b>Mid- Mich n=15</b>	<b>GR / Musk n=55</b>	<b>Flint/Sag /Bay Area n=29</b>	<b>Northern/ UP n=44</b>
<b>Number of hours of in-person, pre-match training for mentors</b>								
None	4%	0%	2%	7%	7%	2%	3%	7%
1 – <2 hours	23	6	9	36	40	33	24	23
2 – <4 hours	28	38	37	36	20	29	21	20
4 – < 6 hours	15	29	25	0	20	9	3	18
6 – 8 hours	11	10	9	0	7	11	10	20
More than 8 hours	14	17	17	14	7	7	28	9
Don't know	5	0	2	7	0	9	10	2
<b>Number of post-match hours of mentor training / support</b>								
None	11%	2%	6%	7%	13%	13%	14%	14%
1 – <2 hours	11	8	9	14	13	15	7	9
2 – <4 hours	15	15	14	21	27	16	10	14
4 – <6 hours	15	17	14	0	33	9	14	25
6 – 8 hours	11	19	18	14	0	5	7	11
More than 8 hours	22	25	22	14	0	22	38	20
Don't know	15	13	17	29	13	20	10	7

**Table 13: Minimum and Average Duration of Matches by Total and Geographic Area**



<b>Table 13</b> <b>Minimum and Average Duration of Matches</b> <b>by Total and Geographic Area</b> <b>Wave VIII of the Mentor Michigan Census</b>								
	<b>Total</b> <i>n</i> =222	<b>Tri-County</b> <i>n</i> =52	<b>SE MI</b> <i>n</i> =65	<b>SW MI</b> <i>n</i> =14	<b>Mid-Mich</b> <i>n</i> =15	<b>GR / Musk</b> <i>n</i> =55	<b>Flint/Sag /Bay Area</b> <i>n</i> =29	<b>Northern/UP</b> <i>n</i> =44
<b>Minimum time (duration) of mentor/youth match</b>								
No minimum	1%	2%	2%	7%	0%	0%	3%	0%
1-2 months	5	15	12	0	7	2	0	0
3-5 months	10	6	8	7	20	11	17	7
6-8 months	15	17	20	21	7	11	14	16
9-11 months	23	10	8	36	13	29	38	25
12 months	38	42	45	21	53	29	24	48
More than 12 mos, less than 2 yrs	3	0	0	0	0	11	0	2
More than 2 yrs, less than 5 yrs	2	4	3	0	0	4	0	0
More than 5 years	<1	2	2	0	0	0	0	0
Don't know	3	2	2	7	0	4	3	2
<b>Average time (duration) for mentor/youth match</b>								
No minimum	<1%	2%	2%	0%	0%	0%	0%	0%
1-2 months	4	15	12	0	7	0	0	0
3-5 months	7	8	9	0	13	7	10	0
6-8 months	16	12	14	21	20	13	10	23
9-11 months	19	15	14	21	0	15	38	27
12 months	18	27	25	7	13	13	21	18
More than 12 mos, less than 2 yrs	7	4	5	21	13	7	0	9
More than 2 yrs, less than 5 yrs	7	4	5	0	13	13	3	7
More than 5 years	0	0	0	0	0	0	0	0
Don't know	21	13	15	29	20	33	17	16

**Table 14: Minimum Hours and Meetings of Matches by Total and Geographic Area**



<b>Table 14</b> <b>Minimum Hours and Meetings of Matches</b> <b>by Total and Geographic Area</b> <b>Wave VIII of the Mentor Michigan Census</b>								
	<b>Total</b> <i>n</i> =222	<b>Tri-County</b> <i>n</i> =52	<b>SE MI</b> <i>n</i> =65	<b>SW MI</b> <i>n</i> =14	<b>Mid-Mich</b> <i>n</i> =15	<b>GR / Musk</b> <i>n</i> =55	<b>Flint/Sag /Bay Area</b> <i>n</i> =29	<b>Northern/UP</b> <i>n</i> =44
<b>Minimum time per week required for a match to meet in person</b>								
No minimum	14%	8%	9%	7%	7%	22%	14%	14%
1 hour	54	56	52	57	53	51	55	57
2 hours	18	21	25	7	20	20	14	11
3 hours	2	2	2	0	7	2	0	5
4 hours	6	6	6	14	13	2	3	9
5 hours	1	0	0	0	0	4	0	0
6 hours	0	0	0	0	0	0	0	0
More than 6 hours	4	6	5	7	0	0	10	2
Don't know	2	2	2	7	0	0	3	2
<b>Minimum number of times (meetings) per week required for mentor/youth to meet in person</b>								
No minimum	16%	12%	14%	43%	13%	22%	14%	7%
1 meeting	70	77	77	43	73	69	55	77
2 meetings	5	8	6	0	13	4	10	2
3 meetings	1	2	2	0	0	0	0	2
4 meetings	5	0	0	7	0	4	14	9
5 meetings	0	0	0	0	0	0	3	0
Don't know	2	2	2	7	0	2	3	2

**Table 15: Active Mentors Demographics Summary Table by Total and Geographic Area**



<b>Table 15</b> <b>Active Mentors Demographics Summary Table</b> <b>by Total and Geographic Area</b> <b>Wave VIII of the Mentor Michigan Census</b>								
	<b>Total</b>	<b>Tri-County</b>	<b>SE MI</b>	<b>SW MI</b>	<b>Mid-Mich</b>	<b>GR / Musk</b>	<b>Flint/ Sag / Bay Area</b>	<b>Northern/ UP</b>
Number of Organizations	137	36	44	9	9	32	19	24
<b>Mentor Gender</b>								
Males	37%	44%	41%	30%	54%	37%	27%	31%
Females	63	56	59	70	46	63	73	69
<b>Mentor Age</b>								
< 18	15%	24%	19%	8%	12%	6%	18%	36%
18-25	20	9	13	24	20	24	23	14
26-35	46	18	19	16	20	21	29	9
36-45	10	19	18	11	16	13	3	8
46-55	9	12	13	17	23	16	4	13
56-65	15	9	8	15	7	12	8	11
66+	20	10	9	9	2	7	16	8
<b>Mentor Race</b>								
Caucasian	73%	44%	54%	75%	84%	81%	70%	96%
African American	22	51	41	18	11	13	27	1
Latino / a	2	2	1	2	2	4	2	1
Native American	<1	<1	<1	<1	<1	<1	<1	1
Asian American	1	1	1	<1	2	1	1	<1
Arab American	<1	<1	<1	0	<1	<1	0	0
Other	1	2	2	3	1	<1	1	1

**Table 16: Youth Served Demographics Summary Table by Total and Geographic Area**



<b>Table 16</b> <b>Youth Served Demographics Summary Table</b> <b>by Total and Geographic Area</b> <b>Wave VIII of the Mentor Michigan Census</b>								
	<i><b>Total</b></i>	<i><b>Tri-County</b></i>	<i><b>SE MI</b></i>	<i><b>SW MI</b></i>	<i><b>Mid-Mich</b></i>	<i><b>GR / Musk</b></i>	<i><b>Flint/ Sag / Bay Area</b></i>	<i><b>Northern/ UP</b></i>
Number of Organizations	137	36	44	9	9	32	19	24
<b>Youth Served Gender</b>								
Males	48%	52%	51%	46%	57%	44%	46%	44%
Females	52	48	49	54	43	56	54	56
<b>Youth Served Age</b>								
< 5	4%	2%	2%	6%	0%	<1%	10%	3%
6 – 11	48	26	31	51	34	47	64	61
12 – 14	29	44	41	33	21	33	13	26
15 – 18	18	26	25	11	41	18	12	11
19 – 21	1	2	2	<1	4	1	1	<1
22 – 25	4	<1	<1	0	1	<1	<1	0
26+	48	0	0	0	0	<1	0	0
<b>Youth Served Race</b>								
Caucasian	46%	23%	30%	45%	47%	44%	56%	85%
African American	39	71	65	39	37	30	33	7
Latino / a	10	3	3	5	4	21	7	3
Native American	1	<1	<1	<1	<1	<1	<1	4
Asian American	1	<1	<1	<1	1	3	<1	1
Arab American	<1	1	1	<1	<1	<1	0	0
Other	3	1	1	10	10	2	3	<1

**Table 17: Mentoring Capacity by Total and Geographic Area**



<b>Table 17</b> <b>Mentoring Capacity by Total and Geographic Area</b> <b>Wave VIII of the Mentor Michigan Census</b>								
	<b>Total</b> <i>n=137</i>	<b>Tri-County</b> <i>n=36</i>	<b>SE MI</b> <i>n=44</i>	<b>SW MI</b> <i>n=9</i>	<b>Mid-Mich</b> <i>n=9</i>	<b>GR / Musk</b> <i>n=32</i>	<b>Flint/Sag / Bay Area</b> <i>n=19</i>	<b>Northern / UP</b> <i>n=24</i>
<b># Matches at Full Capacity</b>	14,552	4,012	5,103	2,618	580	3,015	1,681	1,555
<b>% Having Capacity of...</b>								
1-25	17%	17%	18%	22%	11%	16%	16%	17%
26-50	17	11	16	22	33	19	16	8
51-75	10	17	14	0	11	9	5	13
76-100	5	6	5	0	0	9	5	4
101-125	2	0	0	11	0	3	0	4
126-150	1	3	2	0	0	0	0	0
151-175	1	3	2	0	0	3	0	0
176-200	4	3	2	0	0	6	16	0
More than 200	13	14	16	22	11	9	11	13
Don't Know	29	28	25	22	33	25	32	42

## Tables 18-24: Source of Mentoring Program Budget by Geographic Area



**Table 18**  
**Source of Mentoring Program Budget**  
**FY 2009 and 2010**  
**Wave VIII: Tri-County**

Source	FY 2009 Mean %	FY 2010 Mean %	% Change
Town, township or city	6.3	3.7	-2.6
Local school district	3.8	2.0	-1.8
Intermediate or regional school district	0.0	.9	0.9
State Government	8.7	11.5	2.8
Federal Government	15.2	14.5	-0.7
Foundations	15.5	14.4	-1.1
Individual Giving	10.1	11.6	1.5
Corporate Sponsorships	6.3	6.9	0.6
United Way	2.2	2.3	0.1
Events/Fundraising (Individual)	18.4	19.8	1.4
Events/Fundraising (Corporate)	2.3	1.2	-1.1
Other	11.2	11.3	0.1

**Table 19**  
**Source of Mentoring Program Budget**  
**FY 2009 and 2010**  
**Wave VIII: Southeast MI**

Source	FY 2009 Mean %	FY 2010 Mean %	% Change
Town, township or city	5.8	3.6	-2.2
Local school district	4.0	2.9	-1.1
Intermediate or regional school district	0.0	.7	0.7
State Government	8.1	9.4	1.3
Federal Government	15.4	14.9	-0.5
Foundations	13.5	13.1	-0.4
Individual Giving	10.1	11.1	1.0
Corporate Sponsorships	5.3	5.6	0.3
United Way	3.7	4.3	0.6
Events/Fundraising (Individual)	17.9	19.5	1.6
Events/Fundraising (Corporate)	3.3	2.6	-0.7
Other	12.9	12.2	-0.7

## Tables 18-24: Source of Mentoring Program Budget by Geographic Area



**Table 20**  
Source of Mentoring Program Budget  
FY 2009 and 2010  
Wave VIII: Southwest MI

Source	FY 2009 Mean %	FY 2010 Mean %	% Change
Town, township or city	0	0	0.0
Local school district	4.6	19.8	15.2
Intermediate or regional school district	0.0	0.0	0.0
State Government	19.0	10.2	-8.8
Federal Government	30.1	20.2	-9.9
Foundations	1.6	2.5	0.9
Individual Giving	3.3	4.3	1.0
Corporate Sponsorships	1.1	1.2	0.1
United Way	11.7	12.8	1.1
Events/Fundraising (Individual)	9.1	6.5	-2.6
Events/Fundraising (Corporate)	6.6	7.5	0.9
Other	12.9	15.0	2.1

**Table 21**  
Source of Mentoring Program Budget  
FY 2009 and 2010  
Wave VIII: Mid-Michigan

Source	FY 2009 Mean %	FY 2010 Mean %	% Change
Town, township or city	1.3	1.0	-0.3
Local school district	0.0	5.9	5.9
Intermediate or regional school district	0.0	.8	0.8
State Government	.8	3.9	3.1
Federal Government	15.7	15.6	-0.1
Foundations	17.0	27.5	10.5
Individual Giving	17.2	13.1	-4.1
Corporate Sponsorships	11.5	9.4	-2.1
United Way	8.8	6.1	-2.7
Events/Fundraising (Individual)	7.5	15.1	7.6
Events/Fundraising (Corporate)	20.0	1.6	-18.4
Other	.2	0.0	-0.2



## Tables 18-24: Source of Mentoring Program Budget by Geographic Area



**Table 22**  
**Source of Mentoring Program Budget**  
**FY 2009 and 2010**  
**Wave VIII: GR/Musk**

Source	FY 2009 Mean %	FY 2010 Mean %	% Change
Town, township or city	0.0	1.3	1.3
Local school district	13.2	15.0	1.8
Intermediate or regional school district	0.0	0.0	0.0
State Government	0.0	0.0	0.0
Federal Government	12.0	10.0	-2.0
Foundations	13.5	13.6	0.1
Individual Giving	12.0	10.7	-1.3
Corporate Sponsorships	9.8	6.5	-3.3
United Way	16.5	18.7	2.2
Events/Fundraising (Individual)	6.7	10.6	3.9
Events/Fundraising (Corporate)	.5	1.8	1.3
Other	15.8	11.8	-4.0

**Table 23**  
**Source of Mentoring Program Budget**  
**FY 2009 and 2010**  
**Wave VIII: Flint/Sag/Bay Area**

Source	FY 2009 Mean %	FY 2010 Mean %	% Change
Town, township or city	2.4	8.1	5.7
Local school district	1.2	1.3	0.1
Intermediate or regional school district	1.2	.3	-0.9
State Government	29.5	24.5	-5.0
Federal Government	9.3	15.1	5.8
Foundations	14.5	12.6	-1.9
Individual Giving	13.6	12.0	-1.6
Corporate Sponsorships	1.3	.5	-0.8
United Way	7.4	5.9	-1.5
Events/Fundraising (Individual)	3.4	6.4	3.0
Events/Fundraising (Corporate)	6.5	4.5	-2.0
Other	9.8	8.7	-1.1

## Tables 18-24: Source of Mentoring Program Budget by Geographic Area



**Table 24**  
**Source of Mentoring Program Budget**  
**FY 2009 and 2010**  
**Wave VIII: Northern/UP**

<b>Source</b>	<b>FY 2009 Mean %</b>	<b>FY 2010 Mean %</b>	<b>% Change</b>
Town, township or city	.6	.3	<b>-0.3</b>
Local school district	5.3	5.6	<b>0.3</b>
Intermediate or regional school district	0.0	0.0	<b>0.0</b>
State Government	16.1	15.4	<b>-0.7</b>
Federal Government	8.9	10.1	<b>1.2</b>
Foundations	7.9	7.8	<b>-0.1</b>
Individual Giving	3.9	3.7	<b>-0.2</b>
Corporate Sponsorships	.8	1.1	<b>0.3</b>
United Way	9.4	7.2	<b>-2.2</b>
Events/Fundraising (Individual)	17.6	21.6	<b>4.0</b>
Events/Fundraising (Corporate)	7.6	7.4	<b>-0.2</b>
Other	21.9	19.8	<b>-2.1</b>